

# Anti-bullying Plan

## Dapto Public School





# Bullying:

## Preventing and Responding to Student Bullying in Schools Policy (2011)

The NSW Department of Education and Communities rejects all forms of bullying. No student, employee, parent, caregiver or community member should experience bullying within the learning or working environments of the Department.

### Bullying

**Bullying is repeated verbal, physical, social or psychological behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons. Cyber bullying refers to bullying through information and communication technologies.**

**Bullying can involve humiliation, domination, intimidation, victimisation and all forms of harassment including that based on sex, race, disability, homosexuality or transgender. Bullying of any form or for any reason can have long term effects on those involved including bystanders.**

**Conflict or fights between equals or single incidents are not defined as bullying.**

Bullying behaviour can be:

- **verbal** eg name calling, teasing, abuse, putdowns, sarcasm, insults, threats
- **physical** eg hitting, punching, kicking, scratching, tripping, spitting
- **social** eg ignoring, excluding, ostracising, alienating, making inappropriate gestures
- **psychological** eg spreading rumours, dirty looks, hiding or damaging possessions, malicious SMS and email messages, inappropriate use of camera phones.

The term “bullying” has a specific meaning. The school’s Anti-bullying Plan sets out **the processes for preventing and responding to student bullying**. The school has a range of policies and practices, including welfare and discipline policies that apply to student behaviour generally.

Schools exist in a society where incidents of bullying behaviour may occur. Preventing and responding to bullying behaviour in learning and working environments is a shared responsibility of all departmental staff, students, parents, caregivers and members of the wider school community.

**School staff** have a responsibility to:

- respect and support students
- model and promote appropriate behaviour
- have knowledge of school and departmental policies relating to bullying behaviour
- respond in a timely manner to incidents of bullying according to the school’s Anti-bullying Plan.

In addition, teachers have a responsibility to:

- provide curriculum and pedagogy that supports students to develop an understanding of bullying and its impact on individuals and the broader community.

**Students** have a responsibility to:

- behave appropriately, respecting individual differences and diversity
- behave as responsible digital citizens
- follow the school Anti-bullying Plan
- behave as responsible bystanders
- report incidents of bullying according to their school Anti-bullying Plan.

**Parents and caregivers** have a responsibility to:

- support their children to become responsible citizens and to develop responsible online behaviour
- be aware of the school Anti-bullying Plan and assist their children in understanding bullying behaviour
- support their children in developing positive responses to incidents of bullying consistent with the school Anti-bullying Plan
- report incidents of school related bullying behaviour to the school
- work collaboratively with the school to resolve incidents of bullying when they occur.

**All members of the school community** have a responsibility to:

- model and promote positive relationships that respect and accept individual differences and diversity within the school community
- support the school’s Anti-bullying Plan through words and actions
- work collaboratively with the school to resolve incidents of bullying when they occur.

## Our School Anti-Bullying Plan

### Our School Anti-Bullying Plan

This plan outlines the processes for preventing and responding to student bullying in our school and reflects the *Bullying: Preventing and Responding to Student Bullying in Schools Policy* of the New South Wales Department of Education and Communities.

To inform the development of this plan, our school community was provided with opportunities to contribute via P&C meetings and via surveys of staff and students. A focus group of staff was then developed, conducting further forums and discussion to refine the draft plan.

#### Statement of purpose

At Dapto Public School we promote positive relationships that respect and accept individual differences and diversity within the whole school community. Our staff actively work together with students, parents/carers and our community to foster a safe, supportive learning and working environment where bullying is not tolerated. Positive relationships are promoted through effective classroom and playground management programs. As part of our school's Welfare policy, our Anti-Bullying policy aims to deal effectively with and prevent incidences of bullying through the provision of prevention strategies, support for reporting and managing all interactions that are not acceptable in the school environment. Through these measures we aim to achieve an environment that promotes tolerance and respect. It is the shared responsibility of all stakeholders to contribute to our safe and respectful school environment where bullying is not tolerated.

#### Protection

##### Definition

Bullying is repeatedly hurting another person who is less powerful either physically or psychologically. Bullying can take many forms. We consider the following behaviour to be bullying:

1. Physical: including hitting, punching, shoving, pinching, tripping, spitting, scratching, damaging, hiding or stealing belongings or throwing objects at someone.
2. Verbal: name-calling, making offensive remarks, taunting, teasing, put-downs
3. Indirect Social/Psychological: spreading rumours, gossiping about or embarrassing someone, making fun of someone, using threatening looks or gestures, excluding or threatening to exclude from groups, ignoring, ostracising or alienating.
4. Cyber (Online Bullying): verbal and indirect social/psychological bullying through use of technology such as emails, blogs, websites, mobile phones etc. including:

- the sending of abusive texts or emails;
- taking and sharing unflattering or private images of others;
- posting unkind messages or inappropriate images on social networking sites;
- excluding individuals from online chats or other communication;
- assuming the identity of the victim online and representing them in a negative manner or manner that may damage their relationship with others;
- repeatedly, and for no strategic reason, attacking players in online gaming.

Bullying behaviour typically contains seven elements

1. An initial desire to hurt.
2. Bullying desire is acted out and some form of bullying is perpetrated.
3. This action is hurtful.
4. There is an imbalance of power- the bullying behaviour is stronger and more powerful than the victim's behaviour, either physically or psychologically.
5. There is no justification for the action- i.e. the victim has done nothing

to deserve such treatment.

6. It is persistent and repeated.

7. The person bullying derives enjoyment from hurting the victim .

#### **All staff are responsible for:**

- modelling appropriate behaviours at all times;
- teaching students skills and strategies to deal with bullying as per the strategies outlined in this plan;
- provide curriculum that supports students to develop an understanding of bullying and its impact;
- dealing with all reported and observed incidences of bullying as set out in this plan and the school's discipline policy;
- ensuring that students are supervised at all times;
- reporting incidences of bullying to the Assistant Principals (AP) or Deputy Principal (DP) or Principal consistent with school welfare reporting procedures;
- creating a culture where it is acceptable and encouraged to report incidents.

***All staff has the absolute “Duty of Care” responsibility to all students at all times.***

#### **All students are responsible for:**

- being assertive -Tell the "bully" that they don't like the behaviour, how it makes them feel and that they must tell a teacher about it if the person continues;
- telling a teacher, AP or DP if the perpetrator/s continues;
- reporting if they are being bullied or if they see someone else being bullied - both at school or on the way to and from school;
- reporting any cyber-bullying to their teacher, AP or DP (do not delete any emails, make note of any websites);
- help someone who is being bullied;
- not bullying others.

#### **All parents/caregivers are responsible for:**

- watching for signs that their child may be being bullied;
- speaking with someone on the staff at Dapto Public School if they suspect their child is being bullied;
- instructing their children to “tell” if they are bullied;
- supporting their children to become responsible citizens and to develop responsible on-line behaviour. As a parent, model appropriate on-line behaviour.

#### **Prevention**

Through implementation of the school rules and expectations, the school will establish and maintain a positive climate of respectful relationships where bullying is less likely to occur.

This includes:

- explicit teaching & modelling of positive behaviours that reflect school expectations and Core Rules of being safe, be respectful and being a learner.
- treating one another with dignity and respect;
- teaching the High Five Strategy to build students' social skills & resilience;
- students are encouraged, through regular reminders, to report bullying incidents involving themselves or others, including incidents of Cyber-bullying
- education of whole school community around the identification of bullying and cyber safety issues.
- frequent recognition of students practising respectful and responsible behaviours
- clearly defined and articulated consequences for non-compliant, inappropriate and/or bullying behaviour
- Reinforcement and communication to whole school community of school's position of zero tolerance for bullying

- explicit teaching to empower students e.g.

***If you're being bullied... Do the 'High Five'...***

1. Ignore
2. Talk friendly – Use neutral language
3. Walk away
4. Talk firmly – Respectfully tell them to stop
5. Report – see options below

***But if it's been going on for a while and these don't work...***

- talk to your friends and ask for support
- talk to your parents
- talk to your teachers including Principal, Deputy/Assistant Principals

***If you see someone else being bullied...***

- tell the person acting like a bully to stop
- talk to a teacher
- don't watch or join in
- try to change the subject
- try to comfort and/or include the person who's being targeted
- explain to the person being bullied that it's nothing to do with them—it's about the other person's behaviour.

***If you are cyberbullied:***

- don't respond to the message or image
- save the evidence
- block and delete the sender
- report the situation to the website or Internet Service Provider
- tell trusted people—friends, adults, teachers, parents and police if necessary.

**Early Intervention**

Some students are identified as being at risk of bullying or developing long- term difficulties with social relationships. Some students are also identified as using bullying behaviour. Where it is anticipated that a

student may be at risk of becoming either a victim or perpetrator of bullying behaviour, the following measures will be taken:

- Referral to Learning Support Team
- Development and rehearsal of social stories and strategies for teaching/coaching and practice through role play and scenarios.
- Development of action plans on how to cope with difficult situations

**Response**

- Incidences of bullying are reported immediately to any teacher or executive by students and/or parents. Any bullying incidences reported will be investigated and recorded by the Executive. In the instance of bullying occurring, the school's wellbeing policy is followed.

**Responding to a Reported Incidence of Bullying**

- Children involved speak with their classroom teacher about the incident.
- If clearly substantiated, and depending on the nature of the incident, the students' parents will be contacted and a warning given of the consequences for further incidences.
- If it is noted that a student is repeatedly perpetrating bullying behaviours, a behaviour management plan will be developed for him/her in consultation with his/her parents to hopefully modify behaviour and reduce risk to other students.
- Inform other staff of the incident.
- Monitor the behaviour of the children involved.
- If aggression is repeated, the Deputy Principal will meet with the student's parents.
- If the child continues to bully, make an appointment to speak to the parent/carer. Remind them of the policy and ask for their cooperation in stopping the child from bullying other students. Develop an intensive behaviour management plan if necessary.
- If bullying behaviour does not stop, student may be suspended as per the school's behaviour code and DoE policy documents.

- Victims of bullying can have access to School Counsellor for support if the need exists or the student so requests it.

### **Reporting Instances of Cyber-bullying**

If students are being harassed online, they are encouraged to take the following actions immediately:

- Take a screen capture.
- Bring the screen capture to school and show a member of the school executive.
- The school wellbeing policy will be followed.

### **Evaluating the Program**

- The plan and strategies put in place will be evaluated on an ongoing basis and will be formally reviewed at least once every three years. The plan will be updated during this period in accordance with any DoE policy reforms.

### **Additional Information**

***Additional information, resources and support relating to effective anti-bullying strategies can be found at:***

***Kids Helpline: 1800 55 1800***

***Life Line: 13 11 14***

***Mental health Help Line: 1300 302 980***

***Classroom and playground behaviour management documents***

***DPS Welfare policy***

***Police Youth Liaison Officer***

***[www.bullyingnoway.com.au](http://www.bullyingnoway.com.au)***

***[www.cybersmart.gov.au](http://www.cybersmart.gov.au)***

***[www.ncab.org.au](http://www.ncab.org.au) (National Centre against Bullying)***

***[www.reachout.com.au](http://www.reachout.com.au)***

### **Plan Development Team**

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