

Anti-bullying Plan

School Name: BURNSIDE 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

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.

This anti-bullying plan has been developed in consultation with students, staff and community members. The plan will be reviewed every three years in consultation with the school community.

Statement of purpose

At Burnside Public School we believe that every person has a right to feel safe and valued. Any person that bullies another is denying them that right. The school will not tolerate any action that undermines a person's right to feel safe and valued.

Students, teachers, parents, caregivers and members of the wider school community have a shared responsibility to create a safe and happy environment, free from all forms of bullying.

Expectations

Students, teachers, parents, caregivers and members of the wider school community can expect:

- that students will be safe at school, free from fear of bullying, harassment, intimidation and victimisation
- to be involved in the collaborative development of the school Anti-bullying Plan
- to know what is expected of them and others in relation to the Anti-bullying Plan
- that all students will be provided with appropriate support when bullying occurs

Students can expect to:

- know that their concerns will be responded to by school staff
- be provided with appropriate support
- participate in learning experiences that address key understandings and skills relating to positive relationships, safety, gender equity, discrimination, bullying and harassment.

Protection

The school community understands that bullying can be physical, verbal or psychological and can occur face to face, in written form or through the use of technology in the form of cyber bullying.

The school and its community do not accept bullying behaviour in any form. When the school does become aware of such behaviours, action will be taken in line with the DEC Anti-Bullying policy and the policy for Good Discipline and Effective Learning.

Strategies for dealing with bullying are linked to the school Student Welfare and Discipline Policy and encompass the range of options available to deal with unacceptable behaviours, including suspension and expulsion. In dealing with bullying behaviour, we recognise the repeated and recurring nature of bullying and have mechanisms in place to identify patterns of repeated offending.

Students, their parents and caregivers are encouraged to be proactive in dealing with bullying, so that appropriate support can be provided to those students involved in any incident.

Burnside Public School is a Positive Behaviour for Learning (PBL) School. As a result, the school has developed a range of initiatives and strategies for ensuring students understand what is expected for them to be *Respectful, Safe and Responsible*. Teachers maintain systems for rewarding and praising positive behaviour and teaching programs include lessons which address behaviour expectations for different locations around the school and within classrooms. Quality student behaviour and achievement is recognised through the school awards system.

Prevention

Students, teachers, parents and the community will be aware that the school holds a position of zero tolerance towards bullying behaviour.

The school has a four-point plan to address bullying;

1. Primary Prevention
2. Early intervention
3. Intervention
4. Post intervention

Primary Prevention

- Distribution of the Student Welfare and Discipline Policy early each year with the newsletter.
- Maintenance of a positive school climate that acknowledges that bullying behaviour is not tolerated within the school community.
- Professional learning for staff on strategies for dealing with the management of student behaviour. (including bullying)
- Provision of programs that promote resilience, life-skills and social skills, assertiveness, conflict resolution and effective communication skills. (eg. Positive Behaviour for Learning, Values Education, Child Protection, Drug Education)
- Consistent staff supervision of designated playground areas
- Assurance that students know and understand what behaviours are acceptable within the school (school expectations displayed around the school)
- Staff commitment to acknowledge victims of bullying and deal with bullying incidents.
- In school anti-bullying performances eg. Bully No More

Early Intervention

Early identification of bullying behaviours is vital if schools are to be effective in managing bullying. It is important that schools respond in a timely fashion when issues are identified as it is understood that those who are engaged in bullying and are bullied can experience long term effects. Burnside Public School's positive behaviour for learning system, incorporated in the school's discipline policy, outlines clear procedures and systems to prevent bullying or inappropriate behaviour.

Targeted early intervention strategies include:

- Observe students to identify early signs of relationship issues
- Proactively teach positive social behavior to identified students
- Refer identified students to appropriate support staff and external agencies
- Use the Buddy System (Kindergarten/Year 6) to facilitate a smooth transition to school
- Students recognized for positive behaviours
- Students encouraged to report bullying incidents involving themselves or others
- Teachers to regularly remind students to report incidents
- Parents to be encouraged to contact the school if they become aware of a problem
- Executive staff alerted to incidents of bullying
- When appropriate, bully incidents recorded in the Discipline Folder

Burnside Public School will continue to provide relevant personal development programs to target bullying and develop students' self esteem.

For example;

- Positive Behaviour for Learning System
- SRC
- Child Protection
- Drug Education
- Peer Support
- Buddy Classes
- Harmony Day Celebrations
- Learning Support Team
- Referral to School Counsellor and other consultants, eg Itinerant Support
- Anti-bullying posters displayed in all rooms



Student(s) Report The Incident:

- Note any details offered in the first instance
- Let the students know that you will be speaking to the suspected bullies
- Ask what has happened to them and who was involved
- Ensure you keep a record of the student's name, class and date of the report
- Empathise with the student, acknowledge how they are feeling and reassure them that you will be speaking to them again once the incident has been investigated.

Before you investigate:

- Wait until all parties involved are calm, allowing time for cooling off if needed
- Allow all students involved the opportunity to have a say
- Do not send students who are involved in the incident to call for other students who may be implicated

Post Intervention

Burnside Public School's Student Welfare and Discipline Policy outlines appropriate procedures of the consequences for inappropriate behaviour in the classroom and in the playground

Possible consequences may involve:

- Warning
- Removal to the assistant principal or principal
- Parental contact
- Ongoing monitoring
- Timeout from the class/playground
- Community service
- Mediation sessions with the victim to reconcile differences
- Referral to external agencies eg Itinerant Teacher (Behaviour)
- Behaviour guidance program eg anger management, social skills
- Detention
- Suspension
- Expulsion

When an incident is reported, investigation will commence promptly. Where possible, parents/carers will be notified of the investigation's outcome within five working/school days.

Additional Information

School Liaison Police Officer

Senior Constable Robert Paterson
Castle Hill Police 9680 5399

Kids Helpline

<http://www.kidshelp.com.au/> 1800 551800

Cybersafety

www.cybersmart.gov.au

Principal's comment

This anti-bullying plan has been developed in consultation with students, staff and community members. Your support of this plan is appreciated. Please contact me if you require any further information.

School contact information

Burnside Public School

1 Masons Drive, North Parramatta

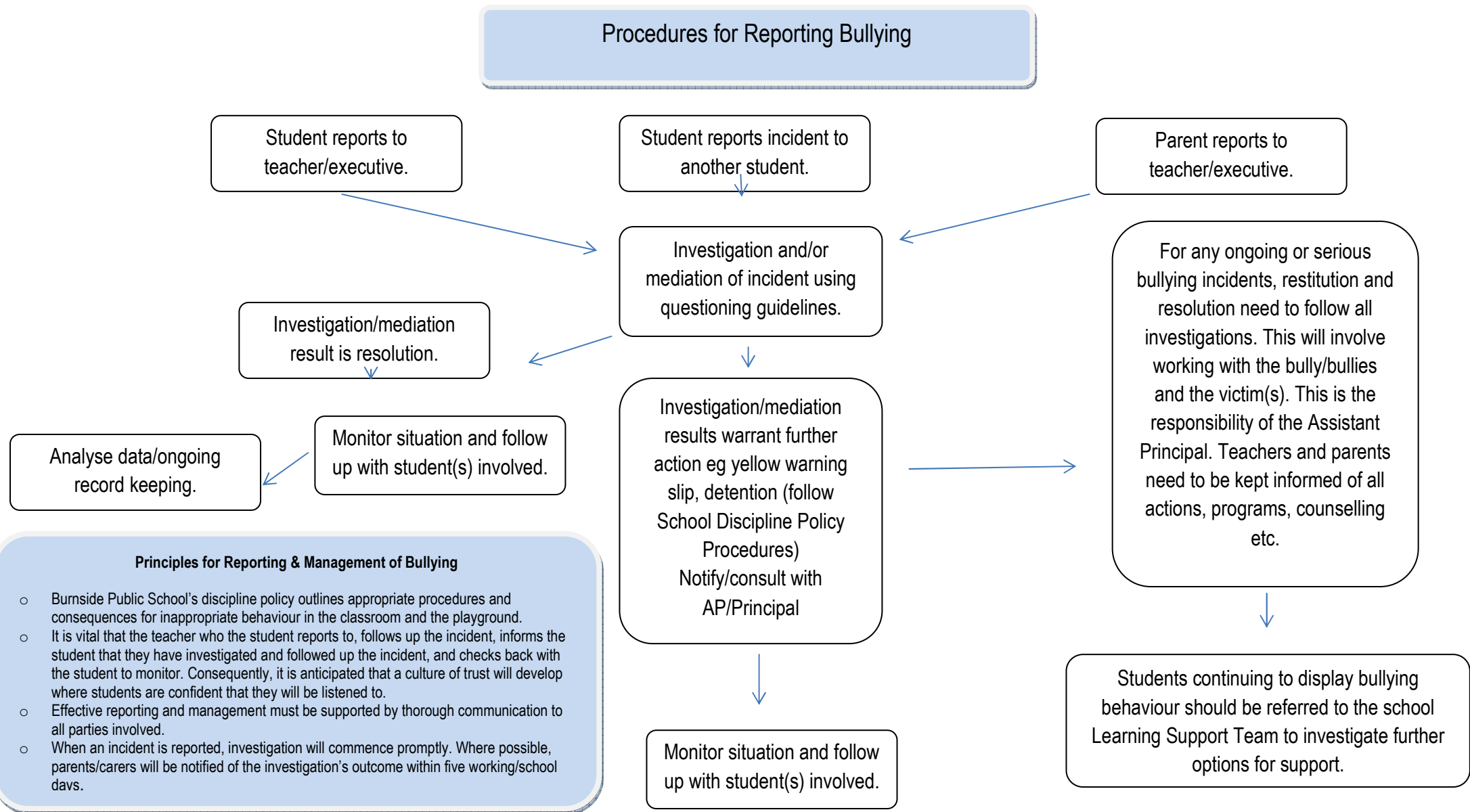
Ph: 9630 1422

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Email: burnside-p.school@det.nsw.edu.au

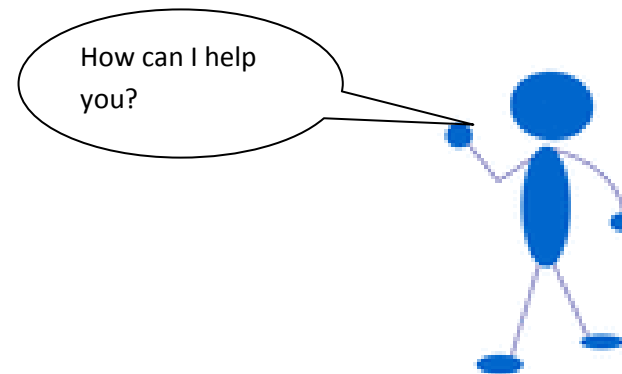
Web: www.burnside-p.schools.nsw.edu.au

Response



What should I Do If Someone Is Annoying Me?

1. Ignore them
2. Say “ Please stop. I don’t like it when you ...”
3. Say ‘Please stop or I will tell the teacher.’
4. You go and tell the teacher.



BULLYING ~ NO WAY!

Bullying: *is intentional and repeated behaviour by a student or students towards another person. This causes distress, hurt and pressure. Bullying involves the use of power by one student over another.*

Some examples of bullying might include repeated examples of:

VERBAL	PHYSICAL	SOCIAL	PSYCHOLOGICAL
*name calling	*hitting	*rude gestures	*spreading rumours
*teasing	*punching	*ignoring	*malicious SMS
*threats	*tripping	*excluding	*malicious email
*insults	*kicking		*dirty looks

What to do if I am being bullied

- Tell the person you do not like what they are doing to you
- Do not retaliate - Try to stay calm
- Tell the teacher and your parents straight away

What to do if I see others being bullied

- Tell a teacher what is going on
- Support the person being bullied

