



Education &
Communities

Anti-bullying Plan

Milperra 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.

Milperra Public 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.

Statement of purpose

At Milperra Public School we value and show tolerance of others in a safe and supportive environment. We foster positive relationships through our strong Student Welfare programs. Our Anti-Bullying policy aims to deal effectively with and prevent incidences of bullying within the whole school community.

Students attend Milperra Public School to participate in quality education that will help them to become self-directed, lifelong learners who can create a positive future for themselves and the wider community.

Any inappropriate behaviour that gets in the way of teaching and learning at the school and interferes with the well-being of students cannot be accepted.

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

- that students will be safe at school, free from 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, teachers, parents, caregivers and members of the school community have a responsibility to:

- promote positive relationships that respect and accept individual differences and diversity within the whole school community
- contribute to the development of the Anti- Bullying Policy and support it through words and actions
- actively work together to resolve incidents of bullying

Protection

Definition:

Bullying is repeated verbal, physical social or psychological behaviour that is harmful and involves the misuse of power by an individual or groups 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

Different Types of Bullying maybe:

Physical:

- Hitting/punching
- Pushing/shoving
- Kicking
- Throwing objects
- Taking other's belongings/stealing from others
- Damaging others belongings
- Spitting at others
- Intimidation-making someone do something they don't want to do

Verbal:

- Threatening
- Namecalling/teasing
- Swearing at others
- Ridiculing (making fun of) another person because of their actions, appearance, physical characteristics or cultural backgrounds.

Indirect:

- Spreading rumours
- Excluding others
- Writing notes
- Choosing not to tell if you see another person being bullied

Cyber Bullying:

- Sending of abusive texts or emails
- Taking and sharing unflattering or private images
- 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 reasons attacking players in online gaming
- Stealing passwords
- Blogs

- Web sites

Staff's Responsibilities

- To model appropriate behaviour at all times
- To implement and deliver the Positive Behaviour for Learning Program.
- To monitor and track incidences of bullying and respond in an appropriate and timely manner according to the Anti-Bullying Policy
- To communicate any bullying behaviour to their stage supervisor
- To implement school programs which promote positive relationships that incorporate strategies to deal with bullying
- To communicate bullying incidences with parents when needed

Parents' Responsibilities

- To be aware of and support the school's Anti-Bullying Policy
- To take an active role in their child's school life and watch for signs that their child may be being bullied
- To encourage their child to adopt learnt strategies to deal with bullying
- To instruct their child to 'tell' if they are bullied
- To inform the school if any bullying is suspected

Students' Responsibilities

- To behave appropriately at all times
- To show consideration and respect and to support others
- To actively participate in Positive Behaviour for Learning lessons and demonstrate being a safe, respectful learner.
- To 'tell' if they are being bullied or if they see someone being bullied – both at school and on the way to and from school
- To attempt to use learnt strategies to deal with bullying incidents.

Prevention

It is important that the school community address the underlying causes of bullying relating to school organisational issues, learning and teaching issues and relationship issues.

Preventative Strategies:

- Education and promotion of the school's Anti- Bullying Policy.
- Student Welfare programs including the school's Core Values
- Productive and respectful relationships established between all members of the school community.
- Classroom rules, routines and processes negotiated and applied consistently.
- Adequate supervision of students during breaks on playground and classrooms
- Active intervention when bullying occurs.

Strategies to Deal with bullying:

Reported cases can be dealt with in several ways. It is recognised, however, that each case is different and may require an individual, case by case approach.

In all cases it is important to ensure:

- That victims are believed and made safe
- That the principles of natural justice and due process are followed in regard to students reported for bullying
- School Counsellor intervention, when required
- Cases are monitored by the Learning Support Team
- Incidences are kept on record
- Parents and school staff work together

Strategies for Students on How to Deal with Bullying

Behaviours

- Stay in sight of peers and adults
- Try to stay calm. Walk away without looking back
- Try to show you are not upset. Practise this;

- Look at the person. Try to speak in a strong voice. Say something like: 'You might think that, but I don't' or 'why are you doing this?'
- Put your hand up and say "Go away"! in a loud voice
- Use an 'I' message. Express your feelings in an assertive way e.g. 'I want you to stop' or 'I don't like it'
- Go to a safe place e.g. with other children, near a teacher
- Talk to someone who can help you. (a teacher or your parent) Tell them what has happened, how you feel and what they can do to help. This is not dobbing!
- Never keep bullying a secret

Procedures for Dealing with Bullying Behaviour

All students have the right to be heard and listened to.

- Class teacher deals with smaller issues in the classroom in line with school Student Welfare Policy and class rules
- Teacher on playground duty deals with smaller issues in the playground – if more serious in nature the duty teacher informs the Assistant Principal responsible for the stage who then deals with the bullying
- Have discussions with the students involved – take appropriate action
- Parents and class teacher work with student to look at underlying problems and seek solutions
- Principal, and Executive staff work with parents and individuals to identify bullying behaviours where necessary
- School Counsellor, Learning Support Team and Principal involved in individual programs if required
- Serious bullying incidents are recorded and consequences are in line with the School's Discipline Procedures
- Issues are resolved in a calm manner with as much time as necessary given to hearing what each student feels and assisting all students to feel more able to cope better
- Students with identified bullying behaviour will need to take responsibility for their actions.
- Teachers and their stage supervisors will organise meetings with parents if they're concerned about bullying amongst students
- Principal and Assistant Principals manage major bullying incidents which may involve implementing the DEC Suspension and Expulsion of Student Procedures

Procedures for Dealing with Cyber bullying

The school reserves the right to determine whether incidents of cyber bullying relate to the responsibility of the school. If determined the school has a role to play we will ensure each student is safe and arrange necessary support appropriate to each situation.

- Support from staff should be provided on an ongoing basis with the agreement of the student and parent to assist the student to work through the effects of the cyber bullying and to help them develop and implement effective coping strategies.
- Student's parents contacted to alert them to the issue, any ongoing concerns regarding the welfare of the student, and discuss the issue and how best to deal with it.
- Reassure the student that the school is taking the incident seriously and that the reported bullying will be acted on.
- Gather basic facts about the suspected cyber bullying and, if possible, identify the students involved.
- Implement appropriate responses to address the bullying using evidence-based responses such as restorative justice approaches to conflict resolution.
- Provide strategies to the student and their parent to assist with managing the issue like; not responding to any further messages/postings from the bully and, if possible, blocking further correspondence from them (block their mobile number or email address).
- Report any further correspondence from the bully to the parent and an agreed school contact
- Keep evidence of any bullying to assist with tracking down the bully and potentially reporting the matter to police (screen captures, bully's screen name, text and images).
- Report any concerns to the administrator of the service used, including the mobile phone provider (if SMS is involved), website administrator (if social networking or chat services are involved), or internet service provider, as most have measures to assist with tracking and blocking the bully. Some block the

bully's access to their services entirely as bullying is often a breach of website terms of use.

If the student is distressed by the bullying, the school will ensure each student is provided with options for psychological support including school counselling and the DOE Well Being Unit.

The school will follow its established approach to incidents of bullying as outlined in the school Anti-Bullying Policy

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. These are some ways we will deal with this:

- Referral to Learning Support Team
- Using social skills programs
- Using Social stories and role play situations
- Develop a plan of action on how to cope with situations
- Find things the students are good at and celebrate the successes
- Promote leadership within the school amongst the students

Procedures for Reporting Bullying

- Students are to report all incidents of bullying to a teacher immediately
- Parents with concerns about bullying should contact the school immediately
- All bullying incidents are to be reported, taken seriously and dealt with by teachers, Executive and Principal (depending on the severity). These issues will be dealt with immediately or as soon as practically possible.

Teachers and executive staff will contact the parents of the student being bullied and the student doing the bullying immediately it is discovered. All staff to be informed so they can monitor students in the playground.

In the case of Cyber-bullying, the police may need to be contacted to make a report.

Students will be supported by the school Counsellor if upset by being bullied or experiencing ongoing bullying of a peer.

The Anti-Bullying Policy will be available on the school website and regular information will be posted in the school's newsletter.

In regards to assaults, threats, intimidation and or harassment, these will be reported to the police by the Principal or Assistant Principals. The school safety and response unit will also be contacted where necessary. The schools handling critical incidences policy will be implemented in such incidences.

If there is a need to contact support agencies, then the principal will contact the Child Well Being Unit. The school counsellor will also provide support.

In regards to staff the Complaints Handling Policy will be used and staff can be directed to EAPS

Signs that your child may be being bullied:

- Dislike and avoidance of school
- Decline in academic performance and social interaction
- Gets into trouble more often at school
- Wants to be taken to school even though it is close
- Takes the long way home or walks instead of catching the bus
- Possessions are damaged or missing
- Becoming withdrawn, appearing depressed or anxious, having mood swings, crying for no apparent reason
- Unable to explain bruises or scratches
- Complaints of feeling unwell though parents report no specific illness
- Asks for, or steals, extra money
- Increased social exclusion and peer rejection
- Having less to do with friends
- Has bad dreams
- Sleeps badly
- Wets the bed
- Gets angry with brothers or sisters
- Uses put-down language when speaking about others
- Increased negative self-perception

Signs that your child may be bullying others:

- Aggressive behaviour – both inside and outside the home (teasing, threatening, hurting others)
- Difficult to manage
- Oversensitive – feels that everyone is out to get him/her
- Unhappiness
- Loses temper often
- Quietness or depression
- Decline in academic performance

- Disturbing stories about the child – from other students, their friends or other adults contact with your child, are avoiding you, or hinting at things you don't know
- Sensing that other parents (whose children have contact with your child) are avoiding you, or hinting at things you don't know.

The Anti-Bullying Plan and policy will be available through the school website and communicated through the school newsletter. The school will evaluate the Anti-Bullying Plan and policy bi-annually. Reports will be made at P&C meetings. School community will be surveyed on the effectiveness of our schools' Anti-Bullying Policy. The Principal and Assistant Principals will report all student welfare incidents at our LST meetings.

Additional Information

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

Kids Helpline 1800 55 1800
www.kidshelpline.com.au

Bullying. No way!
www.Bullying.NoWay

Principal's comment

The care, safety and welfare of each student is our utmost priority at Milperra Public School. As a school community we try to support all students to develop resilience and give them strategies to deal with bullying in all its forms. The school has a zero tolerance to bullying and relies on the core values of cooperation, respect, fairness and responsibility to create a school culture of support and trust to eliminate all forms of bullying behaviour.

Team Members who developed the plan

Mrs Stipanovic: School Principal
Miss Dwyer: Assistant Principal
Mrs Morrison: Learning and Support Teacher
Miss Peterson-Connor: School Counsellor

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