

Bathurst Public School



Anti Bullying Policy and Procedures 2014

Anti-Bullying Policy

Students attend Bathurst Public School to participate in quality education that will help them to become self directed, lifelong learners who 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 interferes with the wellbeing of students cannot be accepted.

All students have the right to attend the school free from bullying.

Bullying Behaviour

What is Bullying

Bullying can be defined as intentional, repeated behaviour by an individual or a group of individuals that cause distress, hurt or undue pressure.

Bullying involves the abuse of power in relationships. Bullying can involve all forms of harassment, including sex, race, disability, homosexuality, or transgender, humiliation, domination, intimidation and victimisation of others.

Bullying behaviours can be:

- **Verbal** - Name calling, teasing, abuse, putdowns, sarcasm, insults, threats
- **Physical** - hitting, punching, kicking, scratching, tripping, spitting
- **Social** - Ignoring, excluding, ostracising, alienating, making inappropriate gestures
- **Psychological** - spreading rumours, dirty looks, hiding or damaging possessions,
- **Cyber** - using information and communication technologies to support deliberate, repeated, and hostile behavior by an individual or group, that is intended to harm others ie malicious **SMS** and email messages, inappropriate use of camera phones

Through the implementation of the PBL initiative, the school will build and maintain a positive school climate of respectful relationships where bullying is less likely to occur.

Statement of Purpose

Students, teachers, parents and caregivers and members of the wider community have a shared responsibility to prevent and respond to bullying by:

- Promoting positive relationships that respect and accept individual differences and diversity within the whole school community
- Contributing to the development of the anti-bullying plan and supporting it through words and actions
- Actively working together to resolve incidents of bullying behaviour when they occur
- Providing students with the appropriate support when bullying occurs

Students have a responsibility to:-

- behave appropriately, respecting individual differences and diversity
- follow the Anti-bullying Plan
- respond to incidents of bullying according to their school Anti-bullying Plan
- speak up and not be a bystander

Parents and Givers have a responsibility to:-

- support their children in all aspects of their learning
- 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

- support all students of the school to deal effectively with bullying through strategies of the Anti-bullying Plan

Schools have a responsibility to:-

- develop an Anti-bullying Plan through consultation with parents, caregivers, students and the community, which clearly identifies both the behaviours that are unacceptable and the strategies for dealing with bullying in the classroom and playground
- Follow up complaints of bullying, harassment, intimidation and victimisation

Teachers have a responsibility to:-

- respect and support students in all aspects of their learning
- model appropriate behaviour
- respond in an appropriate manner to incidents of bullying according to the school Anti-bullying Plan

Implementation

Strategies and Programs for the Prevention of bullying

- surveys with staff and students identifying issues
- PBL team to monitor safe and unsafe areas through data collection on STARS
- Meaningful, relevant and purposeful social skills programs for each stage and support unit
- Explicit teaching of PBL expectations; RESPONSIBLE, RESPECTFUL, SAFE LEARNER
- All reported bullying recorded on school referral forms and monitored by Executives and PBL team
- Student reporting and tracking system STARS used to monitor reoccurring incidents
- K-6 PDHPE outcomes for all stages for the STOP, WALK and TALK program
- Refer to Taking Action, keeping safe- a DEC resources for student leaders to counter bullying

Classroom Strategies

- class rules and expectations are negotiated every year with teacher and students- based on PBL expectations
- the curriculum to include anti-bullying messages and strategies such as identifying what bullying looks like, sounds like, feels like through PDHPE programs
- implementation of STOP, WALK and TALK social skills program
- familiarise students with cyber-bullying, including the responsibilities and rights of students when using the internet and how to avoid inappropriate messages, websites, passing on private information
- teachers to actively promote the positive resolution of conflicts and appropriate responses to bullying behaviours through programs that promote resilience, social skills, assertiveness, conflict resolution and problem solving

Guidelines for Responding to Bullying Behaviour

Students

If students are being bullied or harassed in the playground they should:

- take a deep breath
- look directly in the eyes of the person attempting to bully them
- speak in a firm, clear voice and say, Stop that, I don't like it.
- go directly to the playground duty teacher if attempts to bully don't stop

Teachers

When a student reports they are being bullied, that teacher will:

- follow the specific response procedure as outlined in the Bully Prevention In Positive Behaviour Support document

- Complete a BPS STARS Referral form which is given straight to Stage Executive to enter on STARS

Stage Executive will:

- interview all parties concerned, within 24 hours
- Determine plan of action which may include PD, contact with parent/s, Behaviour Management Plan
- Educate student/s about bullying
- Both recipients and perpetrator will be offered counselling and support
- ie. Educating the student about bullying
- record and send letter home stating why the student was placed on PD
- refer information to the Principal
- closely monitor ongoing incidents and track student *behaviour on STARS to identify repeat offenders*

Parents

When a parent has concerns about their child being bullied they should:

- contact the class teacher or member of the executive either by note or a phone call

Monitoring and Evaluating Anti-Bullying Policy

This will be monitored by:

- the school executive on a term basis
- reviewing playground folders
- discussions in staff meetings
- review at P&C Meetings

This will be evaluated by:

- yearly by the PBL team and P&C representatives