



Education &  
Communities

# Anti-bullying Plan

Nowra 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.

The School's Anti Bullying Plan was developed in collaboration with the school community via the school's P & C. Following a presentation by a staff member at a monthly meeting, a representative of the P & C was elected to attend scheduled meetings with staff to develop a policy. A survey was conducted by the school to gauge staff, student and parent understandings. This formulated the basis of the policy along with requirements outlined by the department. The policy will be reviewed at least every three years as part an evaluation cycle that includes interviews, surveys and monitoring and analysis of the detention records.

## Statement of purpose

Students attend 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. Inappropriate behaviour that prevents teaching and learning at the school and interferes with the well being of students will not be accepted.

Nowra Public School aims to eliminate bullying of any person at the school by developing a school environment, which promotes tolerance and respect, and accepts differences in others. It is the shared responsibility of students, staff, families and the community to contribute to a happy, safe and respectful school where bullying is not tolerated.

## Protection

### Bullying:

- Devalues, isolates and frightens
- Affects an individual's ability to achieve
- Has long term effects on those engaging in bullying behaviour, those who are the subjects of bullying behaviour and the on lookers or by standers

## School Anti-bullying Plan – NSW Department of Education and Communities

### What is bullying?

An individual or group of individuals that causes intentional, distress, hurt or undue pressure through repeated behaviour that is harmful to an individual, can be defined as bullying,

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

Bullying behaviours can be:

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

It is important for staff, students, parents/caregivers and the community to be aware that we have a shared responsibility in managing bullying at our school.

### Students have a responsibility to:

- Behave appropriately, respecting individual differences and diversity
- Behave as a responsible digital citizen
- Follow the school Anti-bullying Plan

### Parents and caregivers have a responsibility to:

- Be aware and understand the school's 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

### Nowra Public Staff have a responsibility to:

- Develop an Anti-bullying Plan in consultation with all relevant stakeholders based on the principle that NOBODY SHOULD TOLERATE BULLYING.
- Regularly review and update the Anti- Bullying Plan in response to changing needs.
- Provide students with strategies to respond positively to bullying behaviour including the responsibilities of by-standers
- Provide stakeholders with information on strategies that promote appropriate behaviour and consequences for inappropriate behaviour



- Communicate to stakeholders that they have an important role in resolving incidents of bullying behaviour involving their children
- Respond in an appropriate and timely manner to incidents of bullying harassment and intimidation.

The school community can expect:

- That students will be safe at school, free from fear of bullying, harassment and intimidation
- 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
- All students will be provided with appropriate support when bullying occurs.

Students, teachers, caregivers and members of the wider 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 Plan and support it through words and actions
- Actively work together to resolve incidents of bullying behaviour when they occur (5.2.5)

Students can expect that:

- Their concerns will be responded to by school staff
- Be provided with appropriate support
- They will take part in learning experiences relating to issues relative to bullying and harassment as listed in the PDH/PE Syllabus and other KLAs
- They will be treated with dignity and respect and in return treat staff parents/caregivers, colleagues in the same manner.

## Prevention

Strategies to support bullying prevention include:

- Teachers will model positive practices and activities that promote respect, empathy and develop confidence and assertiveness
- Survey – staff, students and parents/caregivers identifying current bullying issues and areas where and when bullying may occur
- The well being, safety and health of students will inform school

policies, programs and practices.

- Inform the school community of Anti-Bullying procedures via the school newsletter, parent awareness workshops.
- Regular reinforcement of school rules and policy regarding bullying at the school assembly
- Staff Professional Learning
- Teaching and learning will occur in context of Student Welfare
- Developing by-stander skills – “Don’t be a bully bystander”
- Encourage a climate of “It’s OK to tell” rather than “Don’t do it”
- Whole school anti-bullying activities integral to all class programs
- Strategies will be reinforced constantly through school practices that promote respectful relationships – STAR Values
- Implementation of a Bully Register.

## Early Intervention

Students identified at or after enrolment as having previously experienced bullying behaviours or are current victims of bullying or those identified as “at risk” of being bullied will be referred to the Learning Support Team to develop a planned intervention to deal effectively with the incident/s of bullying.

## Response

It is important for staff, students, parents/caregivers and community to be aware that we have a shared responsibility in managing bullying at our school. This partnership is central to maintaining a positive climate where bullying is less likely to occur. Strategies that empower the whole school community include

- The school implements an Anti Bullying Plan that is developed collaboratively with students, staff, parents/caregivers and the community
- Regular reinforcement of school rules and policy regarding bullying at the school assembly
- Inform the school community of Anti-Bullying procedures via the school newsletter, parent awareness workshops and the school’s website.
- Reporting annually to the school community on the effectiveness of the Anti – Bullying Plan.
- The school community participates in the review of Anti Bullying Plan.

## Management of Bullying Incidents:

Step 1:

Incident reported by student, staff or parents/caregivers

Step 2:

Interview the victim of the bullying - Offer support and strategies for dealing with the bullying if it reoccurs.

Interview students involved in the incident in a non-threatening manner.

Develop & implement strategies to prevent the bullying reoccurring.

Step 3:

Incident recorded on SENTRAL

Step 4:

A student who continually bullies will be referred to the Learning Support Team to develop a planned intervention to deal effectively with the incident/s of bullying. It is important to follow the guidelines of what constitutes bullying. This will include actively encouraging parents/caregivers to work in collaboration with school staff.

Bullying at our school will be monitored using records from the Red Book, Detention records and our electronic database SENTRAL. Data available will be regularly analysed by the school (PBS Team) to evaluate the effectiveness of current programs that support the Anti Bullying Plan and respond to current issues and patterns of bullying behaviour.

The Annual School Report will report on the effectiveness of the Anti-Bullying Plan using information provided by the PBS Team. It will be presented at a Parent and Citizens Meeting for parent comment and input prior to publication.

The departmental appeal procedures should a parent require to make a complaint can be found in The Complaints Handling Guidelines which can be found under Policies and Procedures on the department's intranet

## Additional Information

Help and advice for cyber bullying can be accessed at [www.cybersmart.gov.au](http://www.cybersmart.gov.au) this includes key messages for safer Internet usage.

## School Anti-bullying Plan – NSW Department of Education and Communities

## Principal's comment

The school's Anti Bullying Plan was a collaborative project between staff and the school community. It is a proactive approach consistent with our status as Positive Behaviour for Success school.

Mick Mullane - Principal

Glenn Sansom – Deputy Principal

Laurelle Bird – Assistant Principal Support

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## School contact information

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