



Anti-bullying Plan

Neutral Bay 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.

Statement of purpose

The aim of the anti-bullying policy is to ensure that students learn in a supportive, caring and safe environment without fear of being bullied. Bullying is an anti-social behaviour and is unacceptable. Neutral Bay's Anti Bullying Policy has been developed collaboratively with students, school staff, parents, caregivers and the community.

Protection

Neutral Bay rejects all forms of bullying. We value, respect, and show tolerance of others in a safe and supportive environment. We foster positive relationships through our strong welfare programs and policies. 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 Department staff, students, caregivers and members of the wider school community.

Bullying:

Bullying occurs when somebody who is less powerful than another person or group is deliberately and repeatedly hurt without in any way deserving that treatment.

Bullying is defined as the conscious desire to hurt, threaten, frighten or make someone feel uncomfortable, **repeated over a period of time**, where it is difficult for those being bullied to defend themselves. Fights 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, alienating, making inappropriate gestures
- **Psychological** eg spreading rumours, dirty looks, mean jokes, hiding or damaging possessions, malicious SMS, texting or email messages, inappropriate use of camera phones (cyberbullying).

Responsibilities

Parents, teachers and children at Neutral Bay Public School have the responsibility to:

- Promote positive relationships that respect and accept individual differences and diversity within the whole school community.
- Abstain personally from bullying others.
- Actively discourage bullying when it occurs.
- Give support to those who are victimised.

Prevention

- Appropriate anti-bullying, bystander training and social skills programs will be implemented across all stages both formally and incidentally. Examples include but are not limited to - Bounce Back, SRC, Buddies, Peer Support
- Code of Behaviour including PBL expectations – *Be responsible, Show respect* and *Do your best* will be enforced
- Staff will undertake regular professional development in current anti-bullying strategies and keep up-to-date with current DE policies
- Discussions about bullying in assemblies and in classrooms.
- Regular communication through newsletters and parent groups will ensure that the school community is familiar with, and supportive of, the school's Anti-Bullying Policy and that they are aware of signs that their children may be being bullied or bullying others

Early Intervention

- Prompt identification of children requiring intervention
- Maintenance of records detailing children's behaviour
- Parents and caregivers who recognise that a student is experiencing difficulties in any aspect of their school life are encouraged to discuss these issues with the class teacher. The class teacher will determine an appropriate course of action
- Principal/Executive available to meet with children, staff and parents if problems continue or if there are further issues.
- Involvement of school counsellor
- Access to behaviour team and Learning and Support Team
- Children provided with strategies to deal with bullying eg confidential talk with teacher, class talks, small group discussions, confronting the bully, visiting shows

Response

The following steps should be taken when dealing with incidents:

- Neutral Bay Public School will deal with bullying quickly, effectively and confidentially
- Strategies for dealing with bullying will be implemented consistently by school staff in accordance with the Anti-bullying Policy
- Every teacher will develop their own classroom strategies for reporting bullying in their classroom. All incidents need to be recorded and Assistant Principals notified. The Deputy Principal and Principal are notified for long term and repeat offences
- The strategies for dealing with bullying are linked to the Student Welfare Policy and encompass a range of options available to deal with unacceptable behaviours
- A clear account of the incident will be recorded and given to the Assistant Principal
- The Assistant Principal (or their nominee) will interview all concerned and will record the incident. The Assistant Principals will inform the Deputy Principal of all incidents
- The class teacher will be kept informed
- Parents will be kept informed
- Consequences and appropriate measures will be used in consultation with relevant parties
- The school's Executive Team will monitor behaviour for patterns of repeated or recurring offences of bullying
- The Learning Support Team will offer support and advice on further directions

Students, Parents and Caregivers:

Students, their parents and caregivers are encouraged to be proactive in reporting bullying to the school so that appropriate support and/or disciplinary action is provided for those students involved in any incident.

Students can expect to:

- Know that their concerns will be responded to by the school staff
- Be reassured and offered ongoing support
- Take part in learning experiences that address key understandings and skills relating to positive relationships, safety, gender equity, discrimination, bullying and harassment. These experiences will be guided by the PD/H/PE syllabuses and other relevant Key Learning Areas.

Students have a responsibility to:

- Behave appropriately, respecting individual differences and diversity
- Follow the school Anti-Bullying Policy
- Respond to incidents of bullying according to Neutral Bay Public School's Anti-Bullying Policy.

By-standers are encouraged to report acts of bullying according to the current procedures.

Parents and caregivers have the responsibility to:

- Support their children in all aspects of their learning
- Model appropriate behaviour
- Be aware of the school Anti-Bullying Policy 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 Policy (Initially reporting to Class Teacher)
- Work collaboratively with the school to deal effectively with bullying through the strategies of the Anti-Bullying Policy.

Neutral Bay Public School staff have the responsibility to:

- Implement an Anti-Bullying Policy
- Inform students, parents, caregivers and the community about the Anti-Bullying Policy
- Respect and support all students in all aspects of their learning
- Model appropriate behaviour

- Provide lessons that support students to develop an understanding of bullying and its impact on individuals and the broader community
- Provide students, parents and caregivers with strategies to respond positively to incidents of bullying behaviour, including responsibilities of bystanders or observers
- Communicate with parents and caregivers about how the school is resolving incidents and encouraging parents to report bullying to the school
- Respond in an appropriate and timely manner to incidents of misbehavior and/or bullying according to the Anti-Bullying Policy
- Follow up complaints of bullying, harassment and intimidation
- Report any bullying incidents that appear to involve criminal behaviour such as violence, threats, intimidation, inciting violence or hacking to the police and to the School Safety and Response Unit hotline.

Additional Information

Related Links:

Cybersmart School Gateway

Cyberbullying Stories

Bullying. No Way!

Racism. No Way!

National safe School week

National Centre against bullying

Kids Help Line

Bullying among Young Children: a guide for parents

Principal's comment

This policy has been developed and revised through consultation with a number of key stakeholders in our school community. Policy review is regularly attended to and all comments are welcome. At Neutral Bay Public School, we will not tolerate any form of bullying. We believe that all members of the community have the right to a learning environment in which everybody feels valued and safe, and where individual differences are appreciated, understood and accepted. We all share a responsibility to create a culture of caring which will not tolerate bullying.

Committee members:

Judy Goodsell, Principal

Victor Tan, Deputy Principal

Sally Haigh, Learning and Support Teacher

School Council

P&C

School contact information

Neutral Bay Public School

175 Ben Boyd Road, Neutral Bay, NSW 2089

Phone: 99531798 Fax: 99041479

www.neutralbay-p.ss.schools.nsw.edu.au