



Education &
Communities

Anti-bullying Plan

Ramsgate Public School 2014





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.

Ramsgate Public School implements “Positive Behaviour for Learning” (PBL) strategies into every facet of school life. Our school follows three simple rules for all situations: Being safe, being respectful and being an active learner. These three rules underpin all educational and extra-curricular activities. It is expected that all members of the school community will also follow these three rules.

Statement of purpose

Schools exist in a society where intimidation and harassment occur. Bullying must be taken seriously and is not acceptable in any form.

Students have the right to expect that they will spend the school day free from the fear of bullying, harassment and intimidation.

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 onlookers or bystanders

Teachers, students, parents, caregivers and members of the wider community have a responsibility to work together to address bullying.

The school has a responsibility to develop collaboratively and promote widely the school Anti-bullying Plan, so that shared expectations are communicated effectively.

Protection

Bullying can be defined as intentional, repeated behaviour by an individual or group of individuals that causes 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 and intimidation of others.

Bullying behaviour 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, inappropriate use of camera phones
- through digital communication formats including, but not limited to, mean text messages or emails, rumours sent by email or posted on social networking sites, and embarrassing pictures, videos, websites, or fake profiles.

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.

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

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.

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 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
- that all students will be provided with appropriate support when bullying occurs.

Students, teachers, parents, caregivers, and members of the wider school 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.
- educating students of the effects of bullying

Responsibilities

Each group within the school community has a specific role in preventing and dealing with bullying.

Students can expect to:

- know that their concerns will be responded to by the school staff
- be provided with appropriate support (for both the subjects of and those who are responsible for the behaviour)
- 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 Personal Development, Health and Physical Education syllabuses and other Key Learning Areas.

Students have a responsibility to:

- behave appropriately, respecting individual differences and diversity
- follow the school's PBL rules and Anti-bullying Plan
- respond to incidents of bullying according to their school Anti-bullying Plan.

Parents and caregivers 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 the strategies of the Anti-bullying Plan.

Teachers have a responsibility to:

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

Prevention

Strategies the school will use to deal effectively with bullying include:

- promotion and modelling of appropriate behaviour - positive play and team work taught and encouraged
- positive reinforcement of acceptable behaviour. These strategies must be taught across key learning areas and be reinforced consistently through school practices that promote respectful relationships. These strategies will empower the whole school community to recognise and respond appropriately to bullying and harassment and contribute to the general health and well-being of all students.
- consistent implementation of the plan by all staff.
- explicit teaching of the PBL rules, with a focus on being respectful to others. This is incorporated in the personal development strand.
- providing parents with information to understand and deal with bullying.
- using the school's discipline plan and the listed consequences to deal with bullying.
- meetings with parents of the offender as well as the victim.
- providing support and reassurance to the victim.
- social group sessions with the school counsellor or SLSO.
- referrals for regional support.

Early Intervention

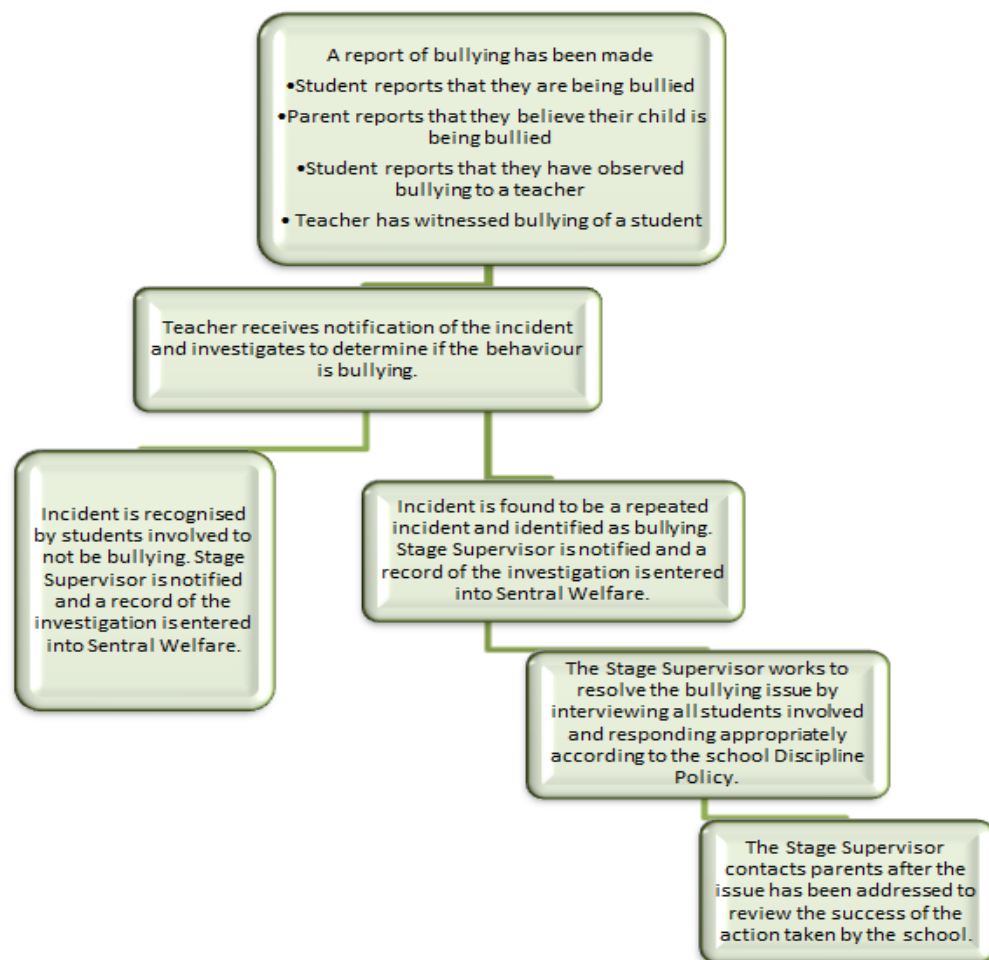
This will be implemented consistently by all staff so every student understands their concern has been treated seriously and followed up. Students should not feel only some staff act on their concerns.

Staff need to listen, investigate, act promptly, record incident using playground slips if outside classroom or through reflection sheets/referral to AP if inside classroom, apply the appropriate consequence, speak to parent if necessary and seek further support if the problem.

Consequences may include: warnings, timeout, restorative sessions, behaviour programs, suspension. Further support from departmental sources will be sought if necessary.

Response

Staff will follow the flow chart when responding to an allegation of bullying. All reported events will be thoroughly investigated and, if required, steps following the school's behaviour system will be implemented.



Further information regarding this plan

These procedures are communicated to staff, students and school community through newsletters and professional learning. This plan will also be available through Ramsgate Public Schools website.

If a student is found to be the victim of bullying, referral to services such as Kids Helpline will be provided.

Students who are found to be the perpetrator of bullying will be disciplined in line with the school's Discipline Policy.

Any bullying that is of an illegal nature will be referred directly to NSW Police.

If the incident requires it, staff will refer to the Mandatory Reporting Guide on the *Keep Them Safe* website. This can be found at :

http://www.keepthemsafe.nsw.gov.au/reporting_concerns/mandatory_reporter_guide)

If wishing to appeal against an outcome regarding bullying, please refer to the DEC's Complaint Handling Policy. This can be found at

https://www.det.nsw.edu.au/policies/general_man/complaints/resp_sugg/implementation_1_PD20020051.shtml

Data regarding the effectiveness of this policy will be taken from SENTRAL Welfare and community surveys.

This policy and actions will be reviewed in consultation with the whole school community every three years.

Additional Information

When required, Ramsgate Public School liaises with the St George Police Youth Liaison Officer (YLO).

Other agencies you can access are:

- Kids Helpline
 - Phone number: 1800 55 1800
 - Website: <http://www.kidshelp.com.au/>
- Cybersmart
 - Website: <http://www.cybersmart.gov.au/>
- The Student Welfare Policy (NSW Department of Education and Training, 1996)
- www.bullyingnoway.com.au
- <http://www.kidsmatter.edu.au/>
- <http://www.mindmatters.edu.au/default.asp>

Principal's comment

This plan has the endorsement of the principal and the school executive.

School contact information

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