

BURKE WARD PUBLIC SCHOOL

Bullying Policy

Anti-Bullying Plan

Statement of Purpose:

Every student has the right to expect that he or she will spend the school day free from bullying and intimidation. Our school rejects all forms of bullying. This applies to all bullying behaviour, including cyberbullying, that occurs at school, and off school premises and outside of school hours where there is a clear and close relationship between the school and the conduct of the student.

Students, staff, parents and caregivers all have a shared responsibility to respond to and prevent bullying behaviour.

Definition:

Bullying is repeated verbal, social or psychological behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons.

Cyberbullying 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.

Conflicts or fights between equals or single incidents are not defined as bullying.

Aims:

- To promote positive behaviours around the issue of bullying
- To provide opportunities for students, parents, caregivers and teachers to deal with bullying behaviour
- To promote respectful relationships within the whole school community

Managing Bullying:

Bullying is intentional repeated behaviour by an individual or group of individuals that causes distress, hurt or undue pressure. It involves the use of power in relationships.

Bullying behaviour can be:

- Verbal e.g. name calling, teasing, threats, being rude and impolite
- Physical e.g. hitting, spitting, tripping, making rude gestures, 'mucking about' that goes too far,
- Social or psychological e.g. ignoring, alienating, spreading rumours, dirty looks, malicious SMS and email messages.

Students who are bullied are more likely to experience impaired social and emotional adjustment, poor academic achievement, anxiety, depression, poorer physical health, higher absenteeism, increased loneliness and low self-esteem.

Students who repeatedly bully others are likely to have the same symptoms as the students experiencing the abuse.

Responsibilities

The Principal has a responsibility to:

- Maintain a positive climate of respectful relationships where bullying is less likely to occur
- Develop and implement programs for bullying prevention
- Embed anti-bullying messages into each curriculum area and in every year
- Develop and implement early intervention support for students identified by the school as being at risk of developing long term difficulties with social relationships
- Develop and implement early intervention support for those students who are identified at or after enrolment as having previously experienced bullying or engaged in bullying behaviour
- Empower the whole school community to recognise and respond appropriately to bullying, harassment and victimisation and behave as responsible bystanders
- Develop and publish clear procedures for reporting incidents of bullying to the school
- Respond to incidents of bullying that have been reported to the school quickly and effectively
- Match a planned combination of interventions to the particular incident of bullying
- Provide support to any student who has been affected by, engaged in or witnessed bullying behaviour
- Provide regular updates, within the bounds of privacy legislation, to parents or caregivers about the management of the incidents
- Identify patterns of bullying behaviour and respond to such patterns
- Monitor and evaluate the effectiveness of the Plan
- Report annually to the school community on the effectiveness of the Plan

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

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 on-line 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 schools 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 the responsibility to:

- Model and promote positive relationships that respect and accept individual differences and diversity in 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

ANTI-BULLYING PLAN – BURKE WARD PUBLIC SCHOOL

IDENTIFICATION

- Identify students who have been bullied, or those who bully others:
Signs include –
 - does not want to go to school,
 - suddenly unable to sleep,
 - becomes moody
 - frequently sick with vague symptoms
 - unexplained bruises
 - school performance falls

REPORTING PROCEDURE

- Students – report to teachers, Principal, other students/friends, parents
- Parents – report to class teacher, teachers and / or Principal
- Bystanders – report to teachers, Principal, other students/friends, parents
What will the school do?
 - Investigate the problems raised
 - Take action that is appropriate to the particular circumstances
e.g. warnings, counselling, disciplinary action, social skills program, parental involvement, playground interventions, anti-bullying lessons
 - Assure the student that the problem can be solved
 - Treat everyone involved with fairness
 - Monitor the situation

STRATEGIES / INTERVENTIONS

- Staff training and development
- Leadership Training – Year 6 students
- Student Representative Council
- School Counsellor
- Student Welfare Team

Programs:

- Promoting positive bystander behaviour
- Cyberbullying – information for staff, parents, students
- Taking Action / Keeping Safe - A resource for student leaders to counter bullying
- Burke Ward PRIDE value system promoted and taught explicitly
- Values in NSW Schools – values awards

MONITORING and EVALUATION

- Survey students regularly to monitor bullying and cyberbullying rates
- Keep accurate records of incidents and their management
- Monitor bullying incidents on detention records and class behaviour referrals
- Evaluate in conjunction with policy evaluation three year cycle

Policy Evaluation:

This policy will be reviewed as part of the school's review cycle.

References:

- *Bullying: Preventing and Responding to Student Bullying in Schools (Revised 2011)* NSW Department of Education and Training Policy
- *Promoting positive bystander behaviour. Primary and secondary school activities. (March 2011)* NSW Department of Education and Training
- *Taking Action Keeping Safe- a resource for student leaders to counter bullying (2005)* NSW Department of Education and Training
- *Cyberbullying – Information for staff* NSW Education and Communities
- *The Playground: Best Practice in Primary Schools (1999)* NSW Department of Education and Training
- *Values in NSW Schools* Department of Education and Training NSW
- *Student Discipline in Government Schools Policy (2006)* NSW Department of Education and Training

Web Sites

- Digital Citizenship: <http://www.digitalcitizenship.nsw.edu.au/>
- Bullying. No Way: www.bullyingnoway.com.au
- Cybersmart Teachers Gateway and kids portal: www.cybersmart.gov.au

- Click – a technology guide www.click.edu.au
- Friendly Schools Friendly Families www.friendlyschools.com.au
- Kids Help Line www.kidshelp.com.au

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