



CORINDI PUBLIC SCHOOL

Anti Bullying Plan

Program aims and rationale

To ensure the school is a safe and happy environment for all. To recognise that bullying occurs and that it needs to be dealt with swiftly and with due thought to procedural fairness. To build a strong supportive culture, so that bullying and anti social behaviour is not acceptable under any circumstances.

WHAT IS 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. 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.

Conflict or fights between equals or single incidents are not bullying.

BULLYING CAN BE...

- **Verbal** e.g. name calling, teasing, abuse, humiliation, 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, glaring, hiding or damaging possessions, malicious SMS and email messages, inappropriate use of camera phones, social networks.

More information on bullying can be found at

<http://www.schools.nsw.edu.au/studentsupport/studentwellbeing/anti-bullingpolicy.php>

A CHILD MAY BE BEING BULLIED IF HE/SHE...

- Suddenly does not want to go to school
- Has bruises but won't talk about them
- Suddenly unable to sleep
- Becomes moody
- Frequently feels sick with vague symptoms

NO ONE HAS THE RIGHT TO BULLY ANYONE ELSE

Children who are bullied feel frightened and powerless. They sometimes blame themselves. Being bullied can seriously harm self-esteem and prevent successful learning.

It is important that victims take the appropriate action to stop the bullying.

WHAT WILL THE SCHOOL DO IF BULLYING OCCURS

- Assure him/her that the problem can be solved and then provide ongoing support
- Investigate the problems raised
- Treat everyone involved fairly
- Take action that is appropriate to the particular circumstances – this may be:
 - Mediation
 - Disciplinary action
 - Warnings
 - Social Skills program
 - Counselling
 - Parental involvement

Procedures for dealing with bullying behaviours

- Child's name recorded in Sentral – 3 mentions in Sentral is a level change where the parent is notified.
- Any bullying which is violent is an instant time out or level change at the Principal's discretion.
- All bullying is taken seriously and dealt with.
- Bullying behaviour is individually tracked through Sentral.
- Students introduced to Kids Helpline
- Staff familiar with Complaints Handling Policy.

EXPECTATIONS/RESPONSIBILITY OF STAFF, STUDENTS AND PARENTS

Parents & Caregivers expect

That they will be kept informed and involved in any issues that involve bullying or antisocial behaviour

That the programs in place are explained annually and that they are adhered to

That parental workshops regarding parenting and pro-social behaviours will be offered regularly

That appropriate strategies as outlined in the Student Welfare Policy will be used to solve issues

That procedural fairness will underpin any decisions made.

Parents and caregivers

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 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.

School Staff expect

To be treated with dignity and respect and in return staff treat parents, colleagues and students in the same manner

Parent and executive support when dealing with antisocial or bullying type behaviours
That they will be listened to and supported and that procedural fairness will be the basis for dealing with an issue

Students and parents to understand that rights need to be balanced with responsibilities.

School Staff

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 the broader community.

Students expect

To be treated with dignity and respect and in return they will treat others appropriately.
That they will be listened to if they are experiencing any difficulties.

That they will participate in ongoing training to provide them with appropriate skills to deal with social situations.

That their rights will increase along-side their responsibilities.

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.

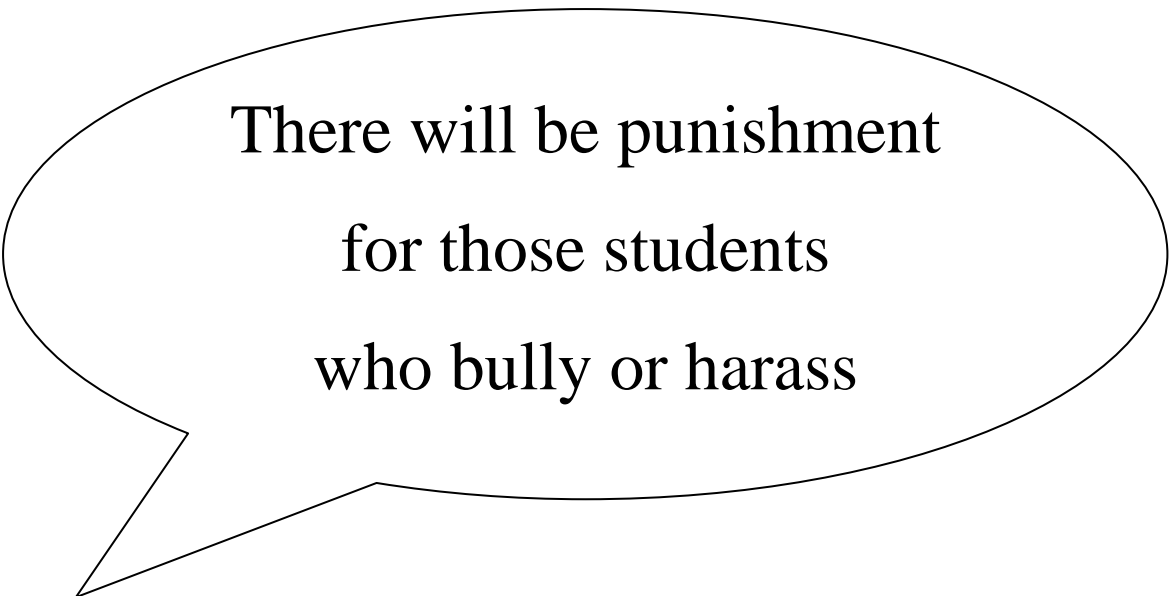
Whole school strategies could include;

- Developing a shared understanding of bullying behaviour that captures all forms of bullying including cyberbullying.
- Developing a statement of purpose that outlines individual and shared responsibilities of students, parents, caregivers and teachers for preventing and responding to bullying behaviour.
- Maintaining a positive climate of respectful relationships where bullying is less likely to occur.
- Developing and implementing programs for bullying prevention.
- Embedding anti-bullying messages into each curriculum area and in every year.
- Developing and implementing early intervention support for students who are identified by the school as being at risk of developing long-term difficulties with social relationships.
- Developing and implementing early intervention support for those students who are identified at or after enrolment as having previously experienced bullying or engaged in bullying behaviour.
- Empowering the whole school community to recognise and respond appropriately to bullying, harassment and victimisation and behave as responsible bystanders
- Developing and publicising clear procedures for reporting incidents of bullying to the school.
- Responding to incidents of bullying that have been reported to the school quickly and effectively.
- Matching a planned combination of interventions to the particular incident of bullying.
- Providing support to any student who has been affected by, engaged in or witnessed bullying behaviour.
- Providing regular updates, within the bounds of privacy legislation, to parents or caregivers about the management of the incidents.
- Identifying patterns of bullying behaviour and responding to such patterns.
- Monitoring and evaluating the effectiveness of the Plan.
- Reporting annually to the school community on the effectiveness of the Plan.
- Includes procedures consistent with DN10/225 – reporting incidents involving assaults, threats, intimidation or harassment and the Incident Reporting Policy.
- Includes procedures for contacting the child wellbeing unit where appropriate.
- Includes contact information for the policy youth liaison officer (YLO) and school liaison police officer (SLP) where appropriate.
- Includes contact information for appropriate support services such as Kids Helpline.

- Includes information on departmental appeal procedures and the Complaints Handling Policy is promoted and widely available within the school community and published on any school website.
- Is reviewed with the school community at least every three years.

Classroom strategies could include;

- Discussions, before and after surveys.
- Class training in anti-bullying strategies as part of PD.
- All classes display a laminated poster of anti-bullying strategies.
- Peer support activities with “buddy” class.
- PBL (Positive Behaviour for Learning) program implemented.
- Discussions re: Cyberbullying



**There will be punishment
for those students
who bully or harass**

Your name will be entered on:

OUR SCHOOL'S WELFARE REGISTER

AS Negative Behaviour (bullying/harassment)



And depending on the severity or frequency
You will receive



**TIME OUT or LEVEL LETTER TO YOUR
PARENTS**



Continue to individually track students through Behaviour Levels

BEHAVIOUR



PARENT, STUDENT & PRINCIPAL INTERVIEW