



Education &
Communities

Anti-bullying Plan

Inverell 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 Inverell Public School Anti Bullying Plan has been developed in consultation with the school community via a wide variety of focus groups, surveys and lessons consulting with students over a two year period. It is closely aligned with our school's Positive Behaviour for Learning Initiative and as such is entwined within the lessons and structures that are being developed in real time based on data and evidence gathered on a regular basis at the school.

Statement of purpose

At Inverell Public School we are aiming to support our students to Co-Operate, Achieve, Respect and Excel. It is our intention, through Positive Behaviour for Learning, to teach and support our students to achieve this goal in all areas of the school within their academic, cultural and social activities.

At Inverell Public School we are currently developing our anti bullying policy to work in conjunction with the values associated in our Positive Behaviour for Learning Strategy to develop our Student Welfare Policy.

This policy is gradually being updated throughout 2013 to reflect the schools' work on the Positive Behaviour for Learning Program. It is anticipated that the schools' Positive Behaviour for Learning Program will be fully implemented in 2014.

Protection

In line with the New South Wales Department of Education Communities Responding to Student Bullying in Schools Policy (2011) 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, for any reason can have long term effects on those involved including bystanders.

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

At Inverell Public School:

Students have the responsibility to;

- ✓ behave appropriately, respecting all members of the school community and their differences and backgrounds
- ✓ behave responsibly when using digital and social media
- ✓ follow the school anti bullying plan
- ✓ behave as responsible bystanders
- ✓ report incidents of bullying when they occur

Parents and Caregivers have the 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 children in understanding bullying behaviour
- ✓ Support their children in developing positive responses to incidents of bullying

- ✓ Report incidents of bullying behaviour to the school
- ✓ Work collaboratively with the school to resolve incidents of bullying when they occur

School Staff have the responsibility to;

- ✓ Respect and support students
- ✓ Model and promote appropriate behaviour
- ✓ Have knowledge of school and departmental policies relating to behaviour
- ✓ Respond in a timely manner to incidents of bullying according to the school's Anti Bullying Plan

In addition all teachers are required to provide curriculum and pedagogy that support students to develop an understanding of bullying and its impact on individuals and the broader community.

Together the Inverell Public School Community will;

- ✓ Model and promote positive relationships that accept, respect and celebrate individual differences within the school community
- ✓ Support the school's anti bullying plan through words and actions
- ✓ Work together to resolve incidents of bullying when they occur

Inverell Public School is a Positive Behaviour for Learning School and aims to develop a safe, positive learning environment by teaching students how to achieve this in all settings. As we aim to develop safe positive learners we will also aim to support our students to be "Bullyproof" by teaching them how to respond appropriately to bullying behaviour, how to avoid escalating conflict and what to do if they witness others being bullied. We will teach our students to be resilient to bullying in all forms.

Prevention

Detail the strategies and programs the school will implement for bullying prevention.

To prevent bullying Inverell Public School will

- ✓ Lead our community by example by not tolerating bullying in any form and managing instances of bullying effectively when they occur.
- ✓ Effectively implementing Positive Behaviour for Learning in line with the Inverell Public School Strategic Plan
- ✓ Monitor student welfare trends and behavior regularly using the online Sentral Welfare Program.
- ✓ Communicating our Anti Bullying Plan effectively to the wider school community including modeling appropriate online behavior via Facebook.

The school embeds its Anti Bullying message into all curriculum areas at all levels of schooling by ensuring that diversity is acknowledged and celebrated, that students have a sound knowledge of who they are and where they come from. We aim to ensure they have well developed communication skills to enable them to manage incidents when they occur.

Early Intervention

Inverell Public School has a comprehensive Learning Support Team process that supports students to achieve their best academically, socially and culturally. Issues are raised by teachers based on data gathered from Sentral, by teachers and parents through discussions and formal learning support team meetings and by students who are encouraged to report inappropriate behaviour when it occurs. Throughout the learning support team process it may be identified that students need access to strategies such as;

- Social skills programs
- Formal behaviour support plans
- Mentor Teachers
- Assistance building peer to peer relationships

The decision as to which intervention or strategy is most appropriate usually rests with the Learning Support Team that includes parents and caregivers. In some instances a member of the executive or a teacher will liaise with parents and caregivers to make decisions about an appropriate course of action to support students involved in instances of bullying.

All members of our school community are encouraged to report all instances of suspected bullying immediately. We endeavor to foster a school culture that encourages open and honest interaction between the school and the wider community to facilitate this.

Response

Inverell Public School utilises the Peer Support Foundations Anti Bullying Strategy that advocates educating children about the ‘Bullying Triangle’. This is part of our schools’ Positive Behaviour for Learning Strategy.

The bullying triangle examines the responsibility of the victim, the bully and the bystander who is shown to be a very powerful component in resolving issues of bullying. All students are taught about victims, bullies and bystanders. What it looks like, feels like and sounds like and what they can do if they find themselves or their peers in any of the roles. Our schools anti bullying message clearly states that at Inverell Public School we;

- ✓ Ignore and walk away
- ✓ Tell those being mean to stop and leave us and others alone
- ✓ Get help from the adults that support us

We aim to teach our students the skills they need to be resilient to bullying, to be ‘Bully Proof’.

Reporting Bullying

Inverell Public School encourages students, parents and staff members to report all suspected instances of bullying. Staff members record instances of bullying in the Sentral Welfare database which is reviewed daily by the executive team and responded to according to school and departmental student welfare procedures.

Instances of bullying may be reported verbally during an interview or by telephone. They are often reported to teachers as part of class meetings where students outline issues or concerns they have, these are generally responded to by teachers at the time and escalated through the Sentral Welfare database if necessary.

When an incident is reported the school endeavors to manage it on the same day as it is reported. When suspension is being considered as a consequence for bullying it is dealt with within a 24 hour timeframe.

Communication is the key to ensuring that all instances of bullying are managed effectively. The school will liaise with the parents of all parties in instances of bullying when it is appropriate to seek advice as to the best method to resolve issues with parents and decrease the likelihood of further instances occurring. This ideal underpins many of the schools activities. Parents are the primary caregivers to our students, we view the education of children as a partnership between home and school. We find that using the telephone or face to face discussions to be the best method of communicating effectively when issues such as these arise.

Further Procedures

- ✓ The school will report incidents involving assaults, threats, intimidation or harassment to police as per Department of Education and Communities Policy and Guidelines for managing serious incidents
- ✓ The school will make notifications to the Child Wellbeing Unit or Community Services where appropriate after applying the Mandatory Reporters Guide as per Department of Education and Communities Policy
- ✓ If through the learning support team process it is identified that a victim of bullying requires further support it may be deemed appropriate that School Counsellor intervention and advice is sought with the permission of parents and caregivers
- ✓ If a complaint is raised in relation to an instance of bullying or how it was managed it will be dealt with in accordance to Department of Education and Communities Complaints Handling Guidelines
- ✓ This Anti Bullying Plan will be published on the schools website. We will seek feedback and review the plan every three years as per departmental guidelines.

Principal's comment

Our school's Anti Bullying Plan has been developed over a long period of time in consultation with parents and caregivers, the entire teaching staff of the school and students in classrooms. It is a working document that reflects what we do each and every day to support our students to behave appropriately, to report instances of inappropriate behaviour toward their peers and most of all to be 'Bully Proof'. Underpinning this plan is a belief that bullies are aiming to exert inappropriate power over their victims, if all of our students are strong and have the tools they need to respond effectively to inappropriate behaviour bullies will not get what they want. With this in mind we do not condone violence of any kind either from victims or bullies.

Positive Behaviour for Learning (PBL) is the primary tool that we are using to promote this anti bullying plan. Through PBL we aim to teach our

students the skills they need to behave appropriately in all school settings to enable them to reach their potential. We are using visual cues around the school to remind students of their responsibilities and to provide them with the tools they need to behave appropriately.

We welcome feedback on this plan. Our aim is for it to be a working document that will change in response to data that is gathered by our schools PBL team. Bullying is not on, it is not tolerated and we will build the capacity of all of our students to be resilient and become 'Bully Proof'.

Robyn Stewart

Principal

School contact information

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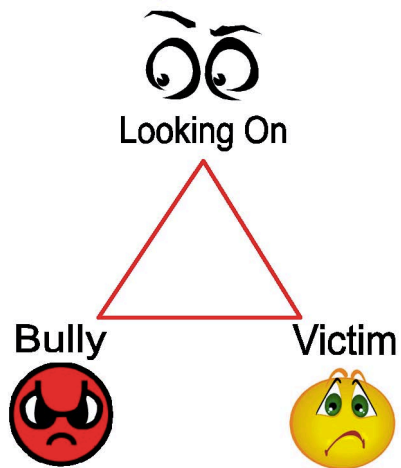
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THE BULLYING TRIANGLE



What should each person do?

BULLY



- **STOP!**
- **Calm down**
- **Take deep breaths**
- **Walk away**
- **Tell yourself to be calm**
- **Try brave talk**



VICTIM



- **Say "STOP IT, please"**
- **Keep calm**
- **Tell a teacher**
- **Ignore the bully**
- **Walk Away**
- **No "silly talk"**



Looking On



Be a **GOOD** friend &

TELL A TEACHER

Don't become involved!

