



Education &
Communities

Anti-bullying Plan

Gardeners Road 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 school community collaboratively developed the following mission statement during 2011.

Gardeners Road Public School provides a safe, caring and inclusive learning environment. We are committed to ensuring that our students strive for personal excellence and are responsible and respectful members of the community.

All decisions, school policies and actions are based upon this commitment. Key words within this statement include safe, inclusive and respectful. The purpose of school practices and procedures as documented in our student welfare, discipline and anti-bullying policies is to ensure optimal care and a quality learning environment for students.

Not all hurtful behaviours are bullying, but our school will address inappropriate behaviour whether or not it meets the definition of bullying. Conflicts or fights between equals or single incidents are not defined as bullying. Bullying is the misuse of power, position and privilege. It is done to intimidate, coerce, create fear, control, embarrass, exclude or cause pain.

The Department of Education and Communities recognises bullying as an inappropriate behaviour, which can be dealt with according to the Discipline Policy including suspension and expulsion.

School Anti-bullying Plan – NSW Department of Education and Communities

Protection and Prevention

Schools exist in a society where incidents of bullying behaviour may occur. Our school believes all members of the school community should take responsibility for minimising incidents of physical, verbal, psychological and cyber bullying.

- Adults should model appropriate behavior and respectful relationships. Respectful relations include not only students to teachers but teachers to students, teachers to teachers and teachers and community members.
- Bystander behaviour matters. Students need training to behave in a supportive way to peers being bullied and to report incidents to teachers.

Victims and perpetrators of bullying behaviour need support to manage and change bullying behaviour.

- Research indicates that students who bully others are likely to experience similar symptoms as those who are bullied including elevated levels of anxiety, disconnection from school and lower self-esteem

Our strategies to promote a culture where incidents of bullying are less likely to occur include:

- Buddy Program K-6. Each year classes are buddied to promote friendship and support between older and younger peers. Regular collaboration between classes fosters a sense of whole-school community.
- Positive Behaviour for Learning. Clear and positive behaviour expectations are understood and taught to all students K-6 using a cycle of teaching, practising and positive reinforcement.
- Use of negative consequences (as documented in our staff welfare policy and DEC guidelines) for repeated bullying.

However, research has shown that using punishment as the only intervention is not effective in preventing bullying.

- Targeted and individualised social skills training for students identified as being bullied or bullying others.
- A sustained approach to ensure the appropriate use of technology (Digital Citizenship) and the reporting and management of cyber bullying.
- Communication and collaboration with families.

Early Intervention

Our school will support students experiencing bullying, students engaging in bullying behaviour and bystanders through;

- Identifying enrolling students who may be at risk.
- Communication and collaboration with families.
- Identifying and referring current students through the Learning Support Team for school – based or regional support.
- Targeted and individualised social skills training for students identified as being bullied or bullying others.

Response

Students will be helped and coached to confront bullying behaviour assertively whether as target or bystander through calm and controlled language and behaviour. Students will report incidences of bullying to teachers.

Parents will be made aware of our school anti-bullying policy and resources in order to support their children in understanding bullying behaviour and develop positive responses to incidents of bullying. Parents will report incidents of school related bullying to the school.

The Anti-Bullying Plan – NSW Department of Education and Communities

Teachers will model and explicitly teach respectful behaviour and relationships and respond in a timely manner to reported incidents of bullying.

All members of the school community have the responsibility to work collaboratively with the school to resolve incidents of bullying when they occur.

Procedures for Reporting Incidences of Bullying

Students should report bullying to any member of staff. Bystanders should also report incidents to a member of staff. If parents are aware of incidents of bullying they should report this to the class teacher, member of the executive or principal.

The role of staff:

- Ensure that bullying or threatening behavior is not tolerated at school
- Develop positive relationships with students to foster open communication
- Manage reported instances in a timely and professional manner
- Listen to and reassure the reporter of bullying
- Establish whether or not the incident is part of a pattern of behaviour
- Apply appropriate support and/or consequences. This may include student conferencing and counselling, parent contact, negative sanctions, referral to the Learning Support Team, Assistant Principal or Principal
- Ongoing communication and support to the students.

The role of parents and carers:

- Support their children to become responsible citizens and to develop responsible on-line behaviour
- Support their children in developing positive responses to incidents of bullying

- Listen carefully and sympathetically if their child reports bullying either as a victim, bystander or aggressor
- Try to obtain relevant facts without interrogation and contact the school
- Encourage their child to tell their teacher
- Be prepared to work with the school to resolve the issue or issues.

The role of students:

- Be respectful and supportive to their peers through words and actions
- Know and follow the school values of safety, respect and learning
- Behave as responsible digital citizens
- Report incidences of bullying whether they are the one being bullied or they have witnessed someone else being bullied

The role of the school:

- Ensure the anti-bullying policy is effectively implemented and regularly reviewed every three years in consultation with the whole-school community
- Identify patterns of bullying behaviour and monitor the effectiveness of our anti-bullying plan through the ongoing collection of data such as the award of positive and negative consequences, parent contact, discipline information and surveys
- Provide a range of strategies to meet the needs of individual students and individual situations. This may include targetted social skills training, school based referral to the counsellor, referral to outside agencies and by addressing bullying issues through the curriculum areas of PD/H/PE, Child Protection and PBL. No one intervention is appropriate in all instances of bullying.
- Make our anti-bullying plan available to all parents through the school website and ensure all new families are made aware of it.
- Effective communication with parents and carers.

Additional Information

Family Schools Partnership Framework – A guide for school and families
<http://www.familyschool.org.au/pdf/framework.pdf>

Bullying. No way! Website
<http://www.bullyingnoway.com.au>

Cyber bullying and the protection of students – Advice for parents and carers
<http://www.schools.nsw.edu.au/media/downloads/schoolsweb/studentsupport/behaviourpgrms/antibullying/cyberbullying.pdf>

Anti-bullying – how to encourage your child to be an effective bystander – advice for parents and carers
<http://www.schools.nsw.edu.au/media/downloads/schoolsweb/student support/behaviourpgrms/antibullying/bystanderbhvr.pdf>

Digital Citizenship
<http://www.digitalcitizenship.nsw.edu.au>

Bullying amongst young children – A guide for parents
[http://www.ag.gov.au/agd/WWW/rwpattach.nsf/VAP/\(1E76C1D5D1A37992FOBOC1C4DB87942E\)~Bullying+Parents.pdf/\\$file/bullying+Parents.pdf](http://www.ag.gov.au/agd/WWW/rwpattach.nsf/VAP/(1E76C1D5D1A37992FOBOC1C4DB87942E)~Bullying+Parents.pdf/$file/bullying+Parents.pdf)

Anti-bullying
<http://www.detwww.det.nsw.edu.au/lists/directoratesaz/stuwelfare/behaviourpgrms/antibullying/index.htm>

Departmental Appeal Procedures for Students, Parents and Caregivers.
 These guidelines provide information for handling complaints including how to make a complaint, how to deal with a complaint and how to support persons involved.
<https://www.det.nsw.edu.au/aboutus/epac/index.htm>

Information and examples of what schools are already doing to address bullying behaviour on its website. The content is located under Public Schools NSW – Supporting Students – Student Wellbeing – Anti-bullying.
<http://www.det.nsw.edu.au/antibullying>

Kidscape provides practical skills and resources to prevent bullying for children and young people under the age of 16.

<http://kidscape.org.uk>

The Police Youth Liaison Officer (YLO) is located at Redfern Police Station and can be contacted on 83035199.

Principal's comment

The role of educators is to teach. If a child doesn't know how to read we teach, if a child doesn't know how to write or understand mathematics we teach. At Gardeners Road If a child doesn't know how to behave and form respectful relationships we believe it is our role to teach them how.

The aim of this anti-bullying plan is to optimize every student's right to enjoy and learn at school in a safe, inclusive and respectful environment, in partnership with parents and the whole-school community.

If you would like additional information please call or contact us via email.

Kim Sheen	Principal
Michael Kubala	Teacher (PBL Team Leader)
Aileen Anderson	Teacher
Deb Hume	SLSO
Kathy Ntziaferis	Assistant Principal

School contact information

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Procedures for Managing Reports of Bullying Behaviour

Incident reported to teacher

Teacher collects information and talks to possible bystanders.
a one-off or an isolated incident?
part of a pattern or bullying ?



Resolved – counselling or consequence as required e.g. apology, time out, loss of privileges.

Teacher informs their supervisor in order to effectively manage the situation in a timely manner and records incident.

Parents of child being bullied and parents of child/children who are bullying are contacted.

Possible actions dependent on the seriousness and continued pattern of bullying:

- Positive Behaviour System implemented in class or by supervisor
- Consequences such as time out, loss of privileges, loss of play
- Ongoing communication with parents or carers
- Referral to the learning support team
- Targetted social skills training
- Check in check out mentoring system
- Counsellor Referral
- Referral to outside agencies or programs
- In school suspension
- Suspension