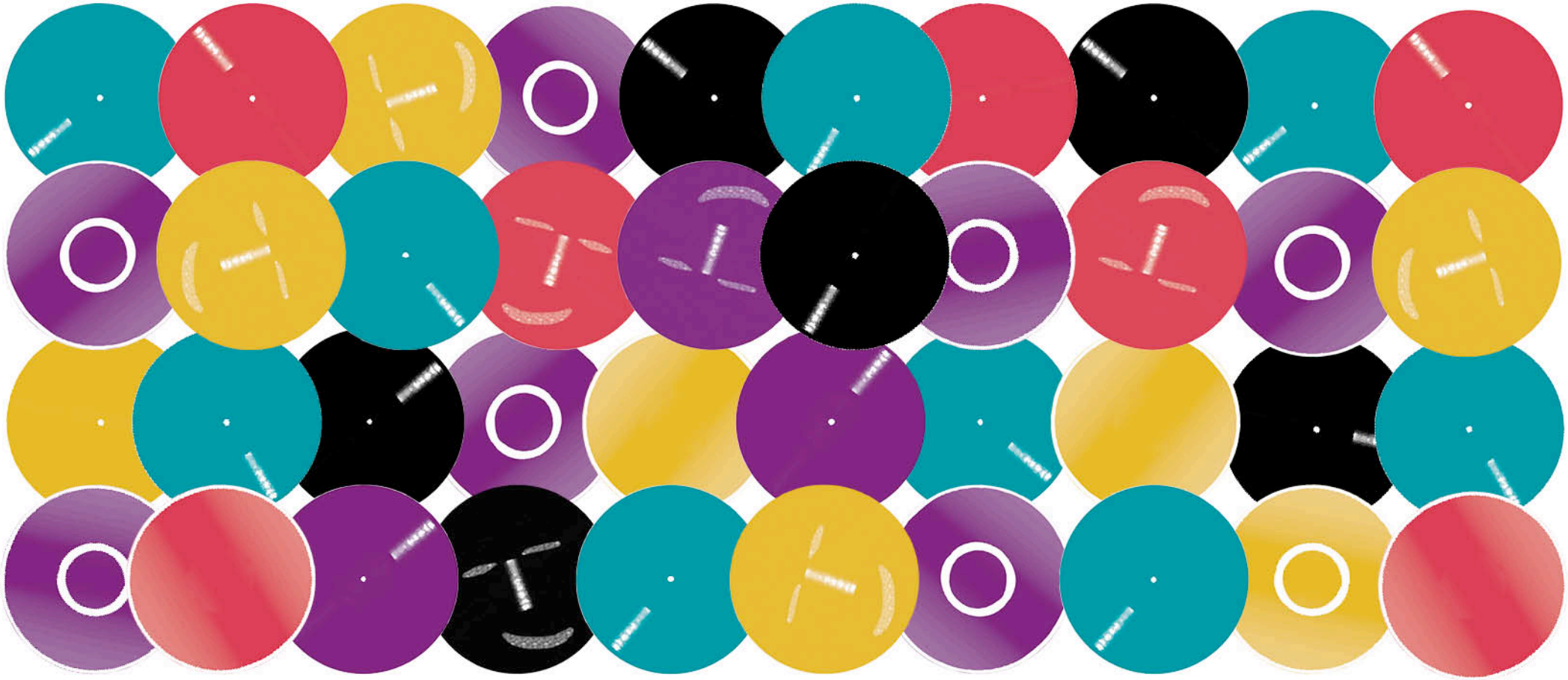
NSW GOVERNMENT Education & Communities

# Anti-bullying Plan

## Albion Park Rail 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.

Albion Park Rail Public School has a strong partnership with its school community. Our school community includes students, staff, parents and relevant community services. This partnership is considered central to the development and implementation of this policy.

Discussions with staff, families and students have identified the need for the development of this plan.

Further opportunity for feedback and evaluation will be provided after the plan has been implemented. (Implementation from Term 4 2017, Review Term 4 2018)

## Statement of purpose

To protect students from bullying and to foster a positive school culture where bullying is considered by the whole community to be unacceptable.

## Protection

Albion Park Rail Public School is an inclusive, caring environment, where diversity is affirmed and individual differences are respected. Quality education is provided for students to meet their learning needs in a secure and supportive environment. Teaching and learning programs are delivered within a strong framework of student welfare where wellbeing, safety and health of the students are reflected in school policies, programs and practices.

The school recognises bullying as **repeated physical, verbal, social or psychological behaviour that is harmful and involves the misuse of power.** It includes cyber bullying and covers all forms of harassment including: sex, race, disability, homosexuality or transgender. We see any incidents of bullying as being serious and understand that bullying can have long term harmful effects on those involved.

Preventing and responding to bullying behavior is a shared responsibility for the school, families and students.

**School Staff in particular have a responsibility to:**

- Respect and support students
- Model appropriate behaviour in word and action
- Closely supervise students in all areas of the school and playground
- Provide opportunities for the students to understand bullying and its impact
- Respond quickly and sensitively to bullying reports and follow up all reported bullying incidents

**Students have a responsibility to:**

- Follow classroom and school rules and anti-bullying plan
- Behave appropriately, respecting individual differences
- Behave as an active bystander
- Behave as a responsible digital citizen
- Refuse to be involved in bullying and challenge inappropriate behaviours

**Strategies the school will implement to maintain a positive climate of respectful relationships where bullying is less likely to occur:**

- Model respectful relationships with staff and students
- Create positive accepting classroom environments where inclusivity is practiced- celebrate differences
- Create an atmosphere where students can communicate openly with staff
- Acknowledge positive behaviours
- Regularly review, reinforce and explain classroom and school rules
- Provide a welcoming atmosphere to new students

## Prevention

Strategies to prevent bullying and to embed anti-bullying messages into the curriculum:

- Set out clear positively worded classroom and school rules
- Acknowledge students who follow the rules through the APR STARS program and other classroom rewards
- Implement lessons which increase awareness and create discussions on bullying
- Teach appropriate use of ICT (safe use of social networking, digital citizenship)-integrate this across all stages within the curriculum outcomes
- Teach assertiveness skills and self–advocacy skills where appropriate
- Teach/model appropriate bystander behaviour (challenge, support, report)
- Re-establish and strengthen transition programs that support at risk students
- Ensure all staff are familiar with the Anti-Bullying Plan
- Inform the school community about anti-bullying strategies through the school newsletter

## Early Intervention

Strategies to support students considered at risk socially

- Maintain social skills programs (whole school and class based activities)-teach and model friendship
- Organise Peer Support
- Identify behaviours that may be precursors to bullying or social isolation
- Monitor student behaviour and social interactions
- Organise buddies and/or mentors as required
- Ensure teacher notification of existing issues

## Response

- Respond quickly, consistently and effectively, taking all reports seriously
- Inform Executive and parents (where appropriate)
- Principal to contact the police and School Safety Unit if criminal behaviour is involved or Child Wellbeing unit where appropriate
- Report behaviour that is of concern, refer to school rules and follow up through the School Discipline Policy
- Provide support to anyone engaged in, affected by or witnessing bullying – referral to school counsellor or other outside agencies

- Provide opportunities for students and staff to discuss incidents in de-briefing sessions
- Inform the school community of serious incidents through notes to parents and carers

## Additional Information

Community Services to receive additional support and information

- Youth Liaison Officer- Scott Burgess

  Lake Illawarra Area Command

  Phone: 4232 5329 en 89329
- Lifeline www.lifeline.org.au
- Kids Help Line www.kidshelp.com.au
- Parentline- google parentlinensw
- Bullying No Way www.bullyingnoway.com.au
- The Alannah and Madeline Foundation www.amf.org.au/bullying/
- The Australian Psychological Society www.psychology.org.au/publishications/tips_sheets/bullying/
- Cybersmart-www.cybersmart.gov.au/
- Headspace headspace.org.au/illawarra
- Safe Schools Hub www.safeschoolshub.edu.au

## Principal's comment

**This document is the Anti-Bullying Plan prepared in August 2017. It is based on the Department of Education and Communities Anti-Bullying Plan guidelines and has been prepared in consultation with the Welfare team at Albion Park Rail Public School.**

**Welfare Team members**

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