



Bungendore PUBLIC SCHOOL

ANTI-BULLYING PLAN

Statement Against Bullying

At Bungendore Public School we work with our school community to provide quality learning environments which are friendly, inclusive, safe and supportive.

All students and staff have the right to be treated fairly and with dignity in an environment free from disruption, intimidation, harassment, victimisation and discrimination.

Definition of Bullying Behaviour

Bullying may be defined as a student being exposed, repeatedly and over time, to intentional injury inflicted by one or more other students (Olweus, 1993). Bullying can happen anywhere: at school, travelling to and from school, in sporting teams, between neighbours or in the workplace.

Bullying:

- involves an imbalance of power of one person, or a group of people, over another person
- devalues, isolates and frightens
- affects an individual's ability to achieve
- has long-term effects on those engaging in bullying behaviour, those who are the subjects of bullying behaviour and the onlookers or bystanders

- Bullying behaviour can be:
 - *verbal* - name calling, teasing, abuse, putdowns, sarcasm, insults, threats
 - *physical* - hitting, punching, kicking, scratching, tripping, spitting
 - *social* - ignoring, excluding, ostracising, alienating, making inappropriate gestures
 - *psychological* - spreading rumours, dirty looks, hiding or damaging possessions, malicious SMS and email messages, inappropriate use of camera phones

- Cyber-bullying can be defined as an intentional aggressive act carried out by a group or individual using electronic forms of contact, repeatedly and over time against another individual

- Bullying behaviour is not:
 - children not getting along well
 - a situation of mutual conflict
 - single episodes of nastiness or random acts of aggression or intimidation

A Statement of Purpose for the BPS Anti-Bullying Plan

- Students attend school to participate in quality education that will help them to become self directed, lifelong learners who can create a positive future for themselves and the wider community

- Any inappropriate behaviour that gets in the way of teaching and learning at the school and interferes with the wellbeing of students cannot be accepted

- Students, teachers, parents, caregivers and members of the wider school community have a shared responsibility to create a safe and happy environment, free from all forms of bullying

- Students, teachers, parents, caregivers and members of the wider school community can expect:
 - that students will be safe at school, free from fear of bullying, harassment, intimidation and victimisation
 - to be involved in the collaborative development of the school
 - to know what is expected of them and others in relation to the
 - that all students will be provided with appropriate support when bullying occurs

- Students, teachers, parents, caregivers and members of the wider school community have a responsibility to:
 - promote positive relationships that respect and accept individual differences and diversity within the whole school community
 - contribute to the development of the Anti-bullying Plan and support it through words and actions
 - actively work together to resolve incidents of bullying behaviour when they occur

- Each group within the school community has a specific role in preventing and dealing with bullying

- Students can expect to:
 - know that their concerns will be responded to by school staff be provided with appropriate support (for both the subjects of and those responsible for the behaviour)
 - participate in learning experiences that address key understandings and skills relating to positive relationships, safety, gender equity, discrimination, bullying and harassment. These experiences will be guided by the Personal Development, Health and Physical Education syllabuses and other Key Learning Areas

- Students have a responsibility to:
 - behave appropriately, respecting individual differences and diversity
 - follow the school Anti-bullying Plan
 - respond to incidents of bullying according to their school Anti-bullying Plan

- Parents and caregivers have a responsibility to:
 - support their children in all aspects of their learning
 - 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
 - support all students of the school to deal effectively with bullying through the strategies of the Anti-bullying Plan.
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- Schools have a responsibility to:
 - develop an Anti-bullying Plan through consultation with parents, caregivers, students and the community, which clearly identifies both the behaviours that are unacceptable and the strategies for dealing with bullying in the classroom and playground
 - inform students, parents, caregivers and the community about the School Discipline Code or School Rules and Anti-bullying Plan
 - provide students with strategies to respond positively to incidents of bullying behaviour, including responsibilities as bystanders or observers
 - provide parents, caregivers and students with clear information on strategies that promote appropriate behaviour, and the consequences for inappropriate behaviour
 - communicate to parents and caregivers that they have an important role to play in resolving incidents of bullying behaviour involving their children follow up complaints of bullying, harassment, intimidation and victimisation
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- Teachers have a responsibility to:
 - respect and support students in all aspects of their learning
 - model appropriate behaviour
 - respond in an appropriate and timely manner to incidents of bullying according to the school Anti-bullying Plan

Managing Bullying

Strategies to Prevent Bullying

- Strategies to effectively teach the skills and understandings that will lead to eliminating bullying behaviours include the STAMP program, Peer Support lessons, playground rules, visiting shows, the FISH Philosophy program and literature resources
- These strategies:
 - are taught across key learning areas
 - are reinforced consistently through school practices that promote respectful relationships
- These strategies also:
 - empower the whole school community to recognise and respond appropriately to bullying, harassment and victimisation
 - contribute to the general health and wellbeing of all students

Strategies to Deal with Bullying

- At Bungendore PS we deal with bullying quickly and effectively, by responding to any complaints immediately
- Our strategies for dealing with bullying are linked to the School Discipline Policy and encompass the range of options available to deal with unacceptable behaviours, including suspension and expulsion
- In dealing with bullying behaviour, we recognise that there may be a repeated and recurring nature of bullying and have mechanisms in place to identify patterns of repeated offending through our detention, playground and classroom monitoring
- Students, their parents and caregivers are encouraged to be proactive in dealing with bullying, so that appropriate support can be provided to those students involved in any incident
- Specific strategies include:
 - Immediate reporting by students, parents, caregivers and teachers is actively encouraged
 - Investigation of all reported incidents by the Principal and/or Executive to take place on the same day as the report and feedback given to the person as soon as possible
 - Intervening (by students, parents, caregivers, teachers and other school staff)
 - Accessing help and support (by students, parents and caregivers) through the school – counselling, detention, buddy-system, friends and other appropriate measures

- Communicating Departmental appeal procedures (for students, parents and caregivers)
- Professional learning (for teachers and other school staff)

One Specific Strategy for Students to Use Deal with Bullying

At Bungendore Public School we encourage students to use the STAMP method:

- **S**tay Away
- **T**ell Someone
- **A**lways Help
- **M**ake New Friends
- **P**lay Nicely

Monitoring and Evaluating

- The Anti-bullying Plan will be reviewed on a regular basis, so that all members of the school community are aware of and remain committed to it. The Plan should reflect the current teaching and learning practices at the school. The review will provide opportunities for reflection and renewal.
- Strategies to review the school Anti-bullying Plan include:
 - gathering and analysing all relevant information on the nature and extent of bullying, harassment and victimisation, including data that highlight patterns and trends, such as suspension data
 - evaluating the extent to which the school's Anti-bullying Plan has been effective in addressing bullying, harassment and victimisation and promoting a safe and secure environment
- We will develop and implement a revised Plan, if necessary, following a review
- Staff and the school community will continue to monitor and evaluate the implementation of the Plan on an ongoing basis

Associated Documents and Forms

- *The Student Welfare Policy*
(NSW Department of Education and Training, 1996)
- *Occupational Health and Safety Policy*
(NSW Department of Education and Training, 2004)
- *Protecting and Supporting Children and Young People: Revised Procedures*
(NSW Department of Education and Training, 2000)
- *Complaints Handling Policy*
(NSW Department of Education and Training, 2006)
- *Code of Conduct*
(NSW Department of Education and Training, 2004)
- *Student Welfare: Good Discipline and Effective Learning*
(Goulburn Public School Policy Document)
- *Level System Information Booklet*
(Goulburn Public School Policy Document)

This Anti-Bullying Plan was reviewed in February, 2020