

## Anti-bullying Plan





# 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.

## Bullying in Schools Policy of the New South Wales Department of Education and Communities.

Representation from the whole school community has been sought and will be ongoing to ensure the community engages with the development, implementation, evaluation and review of this plan.

## Statement of purpose

Our school upholds three key expectations: everyone has the right to be **respected**, everyone has a **responsibility** to uphold the rights of others and to **co-operate** with other members of our school community to prevent bullying in any form.

## Protection

At Goulburn North Public School we believe bullying in any form should be challenged and eliminated whenever possible as it is detrimental to the wellbeing of everyone, those being bullied as well as those doing the bullying.

Our school community does not tolerate bullying in any form and strives to address it in all cases.

Everyone at Goulburn North Public School, staff, students, parents and caregivers have a shared responsibility to address bullying in all its forms. We have a shared responsibility to explicitly teach and guide students in ways to prevent and respond to bullying through whole school anti-bullying programs and our Positive Behaviour for Learning Program.

## Our School Anti-Bullying Plan

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This plan outlines the processes for preventing and responding to student bullying in our school and reflects the *Bullying: Preventing and Responding to Student*

## Prevention

At Goulburn North Public School, all students are expected to be respectful, act responsibly and be co-operative. Students are explicitly taught these behavioural expectations during lessons throughout the school year. Child protection and personal development lessons also address bullying and make clear the responsibility of students to prevent, report and never engage in bullying or be a bystander when bullying is occurring.

Where appropriate the school utilizes the services of the Police Youth Liaison Officer, health care workers and other community members such as prominent football players, to speak to students about issues relating to harassment and bullying, including cyber bullying and cyber safety.

Anti-bullying is a shared responsibility between all members of the school community, staff, parents, carers and students.

Underpinning our stance against bullying is the expectation that everyone should be **respectful**, act **responsibly** and **co-operate** with others.

The effectiveness of our prevention and intervention strategies can be measured through analysis of our tracking data and reviewing the results of the Tell Them From Me Survey.

## Early Intervention

Early intervention strategies are implemented through the Positive Behaviour for Learning Program and Personal Development programs in keeping with the Department of Education's Wellbeing Framework. Students who are identified as being at risk of developing long term difficulties with social relationships and those students who are identified as having previously experienced bullying can be supported through the Learning and Support Team (LST) if necessary.

The LST membership is made up of executive teachers learning and Support Teachers, Counsellor, principal and Positive Behaviour for Learning co-ordinator. Students can be referred to the LST by their parents, teachers and student. The LST assesses the student's or group's needs and devises a plan to address the problem. In all instances there is

an ongoing review and monitoring of students. Outside agencies may be utilised to support the student if appropriate.

## Responsibilities

Students, parents and teachers all have a responsibility to report instances of bullying to a member of the executive, assistant principal or principal.

All teachers are expected to enter reports of mid-range to serious negative behaviour on the school's ESR reporting system so that a record of all negative behaviours are kept on file and can be referred to at any time and individual students can be monitored.

Major incidents are referred to the executive immediately. The procedures outlined in Goulburn North Public School's Discipline Policy (2017) are followed.

## Response

Students engaged in bullying behaviour are subject to the school's discipline policy. Students are expected to behave in accordance with the NSW Department of Education's *Code of Conduct*. Behaviour expectations are explicitly taught so that students have a clear understanding of the expectations in all school settings as outlined in the school's behaviour expectations matrix in the Student Wellbeing and Discipline Policy 2017. Reported instances of bullying are managed in accordance with the school's Discipline Policy 2017.

Patterns of bullying behaviour are tracked through ESR, a digital program that allows teachers to track individuals, groups of students and problem areas and times within the school environment.

Students participate in anti-bullying lessons held throughout the year. The programs are written specifically for our school and incorporate all forms of bullying. The program coaches students in what to do if they are bullied, addresses the child bullying and also bystanders to bullying.

## Minor Negative Behaviour

As stated in Goulburn North Public School's Discipline Policy 2017, all behaviour is monitored. If a student engages in three minor negative behaviours within a short period of time (including harassment, taunting, teasing and putdowns) it becomes a major negative behaviour. All major negative behaviours are referred to the executive. A collaborative approach is developed according to the school Discipline Policy.

## Major Negative Behaviour

If, within a two week period, a student has three major negative behaviours noted in the tracking system, the student is referred to the LST who develop a plan to address the individual student's negative behaviour. A letter is sent home to parents or carers and the student is placed on a monitoring card. If these procedures are not successful in changing the student's behaviour, the student will be required to take part in a series of Positive Behaviour for Learning sessions during lunchtimes until there is a change in behaviour.

In the case of incidents involving assault, threats, intimidation or on-going harassment, these incidents may be referred to the School Safety and Security Unit and/or the police. The school may need to contact the Child Wellbeing Unit or Family and Community Services as appropriate.

## Additional Information

The following websites are used as resources:

<https://bullyingnoway.gov.au/>

<https://www.kidsmatter.edu.au/>

<http://www.amta.org.au/pages/Cybersmart>

Each year Goulburn North Public School will report on the effectiveness of the Anti-Bullying Plan in the Annual School Report which is published on the school website.

Every three years a review of the Anti-Bullying plan is carried out, amendments made if necessary, in response to annual reviews.

The school complies with the Department of Education's Complaints Handling Policy which is available on the school's website, [www.goulburnn-p.school@det.nsw.edu.au](http://www.goulburnn-p.school@det.nsw.edu.au).

The Anti-Bullying Plan is available to all community members on the school's website.

## Additional Contact Information

Kids Helpline 1800 551 800

<http://kidshelpline.com.au>

Police Youth Liaison Officer – Goulburn – 02 4824 0799

## Principal's comment

Bullying appears in all areas of our lives unfortunately. As teachers, we have an opportunity to take action while children are young and at a time in their development when we have a chance to influence their behaviour. Goulburn North Public School's Anti-Bullying Plan aims to take action when bullying occurs and at the same time work with all children to teach them they are accountable to society for their actions and they have a choice in the way they act and behave.

It is important that everyone at Goulburn North Public School has a shared understanding of what bullying is so that prevention strategies target where the need is and the school responds appropriately.

Leonie Pearson	Principal
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## School contact information

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