



BOWNING PUBLIC SCHOOL

ANTI-BULLYING POLICY

2020 – 2023

Bullying: Prevention and Response policy 2020

The NSW Department of Education rejects all forms of bullying within the learning or working environments of the Department

Bullying is repeated verbal, physical, social or psychological behaviour which 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, 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.

Bullying behavior 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, social media and email messages, inappropriate use of camera phones.

The term 'bullying' has a specific meaning. The schools anti bullying policy 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.

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 schools anti bullying plan.
- Provide curriculum and pedagogy that supports students to develop and understanding of bullying and its impact on individuals and the broader community.

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.
- Report incidents of school related bullying behaviour.
- Work collaboratively with the school to resolve incidents of bullying.

All Members of the local community – have a responsibility to:

- Model and promote positive relationships that respect and accept individual differences and diversity within the school community

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 school, its staff, students and wider community members are and will continue to be the driving force in the wellbeing of students at Bowning Public School. The Anti-bullying policy is regularly reviewed and adjusted to meet the changing needs of the students and school community. The school regularly meets with the Parents and Citizens Association to ensure open discussions regarding this policy. We at Bowning Public school and the Bowning Community wish to provide a quality leaning environment which is inclusive, safe and secure, free from bullying, harassment, intimidation and victimisation.

Statement of purpose

Bullying is a repeated negative behaviour that victimises a person through the abuse of power by an individual or group against another person/persons. This documents purpose is to prevent the occurrence of bullying in the school, inform of when bullying is taking place and guides the reader of the responses that can be actioned if bullying occurs. Bullying is no accepted at Bowning Public School and will not be tolerated.

Protection

Our school believes that bullying, while rare in our situation, is the repeated victimisation of a particular student or staff member by another person at the school. Cyber Bullying is the utilization of the internet to victimise a person. As the students in the school are quite young, parents have expressed that they are

to be supervised while using the internet and devices with internet access are not utilised in bedrooms.

As a school it has been discussed that bullying behaviours can be categorised as, but not limited to the repeated physical, verbal, emotional or social abuse of a student or staff member.

As bullying is a social issue and our community is small, the school and its community have concluded that the teaching of preventative strategies will begin at school and will be discussed and supported in the home and common community areas. Students have committed to reporting bullying behavior's and have pledged to not be a bully themselves.

Students, teachers and families understand and accept that there are consequences for bullying behaviors' that will be utilized if a person is proven to be bullying another person within the school community.

Our school has a strong and effective behaviour management system in place that is based on rewarding positive behaviour both in the playground and the classroom. This system has clear and concise consequences and rewards that are fast and frequent. This system allows students to develop positive relationships with each other and recognize that sometimes students need their own space. Providing this, demonstrates respect for the individual. The school has implemented a focus on growth mindset behaviours. This has changed the way students view their successes and failures as well as those of their friends. This has created a positive learning environment for all students.

Prevention

At the beginning of each year, Bowning Public School participates in the 'Bullying Not Way' campaign. This program educates students in identifying the signs that someone is being bullied and the actions that bystanders can take to make it stop. As an extension of this students pledge to stand up against bullying and not allow it to be part of our school.

Teaching and demonstrating respectful, caring relationships between students, teachers and community members is embedded in the way we undertake our

daily business at our school. Students are explicitly taught how to respond to problems or disagreements so that they remain minor issues. As we are only two classes, the older students are given the opportunity to role play and model appropriate responses to the younger students.

Early Intervention

Any incidence of bullying is dealt with quickly by the relevant staff member. There is also a focus on restorative justice between the students. This allows the students to respond to each other and develop empathy and respect for their peers while understanding the impact of bullying on individuals and the school.

Response

All incidence of bullying will be recorded in a central database at the school. If bullying becomes a prominent issue these incidences will be discussed at staff and P & C Meetings to keep all stakeholders informed of measures being taken to reduce these incidences. Parents will also be advised on how to respond on bullying outside of school hours

Students will be spoken to as an entire cohort about negative impacts of bullying and given specific ways for bystanders to respond if they see bullying taking place. The victim will be interviewed to ascertain details of the bullying and identify culprits. The student who is deemed to be the bully will undertake a variety of restorative justice tasks for a predetermined period of time. Both victim and bully will be counselled to ensure that the behaviour is not repeated.

Bullying will be dealt with in accordance with the school behaviour management plan. This plan outlines that students will move through a series of consequences depending on the severity of the bullying. Exclusion from certain aspects of school life, for the bully, may be required for short periods of time to ensure the safety of the victim.

Students will continue to undertake the “Bullying – No Way” campaign, which is held in March each year. This program develops student knowledge on how to respond to bullying as a bystander and as a victim. It also provides potential bullies with information regarding the impact that bullying has on others. This

vital program is reinforced throughout the year and is reflected in the class and playground.

Police will be informed via phone if the bullying leads to threats or exceeds the bounds of bullying and becomes harassment or assault. This will be done immediately if there is risk of harm to any member of the school community.

Where bullying or risk of harm falls into the guidelines of mandatory reporting, the Well-Being Unit, Mandatory Reporting Obligations (MRG) ‘Tree’ will be followed and the recommendations will be put into place immediately.

An electronic copy of all reported incidence of bullying will be recorded. These will then be used to guide conversations between the Principal and the student. It would also be appropriate to involve the student’s parent/caregiver in these discussions. A plan for changing these behaviours will be made at this time. The student may need to be suspended according to DoE policy to allow the school to put appropriate measures in place to support both the victim and the bully.

The plan will be made available on the school website for ease of access to all community members. It will also be published after each review and a copy sent home.

The effectiveness of this plan will be evident through the records of bullying incidence across each school term. These will be analysed and discussed with staff and students. The effectiveness of this plan will be reported on in the Annual School Report.

This policy will be reviewed in consultation with the staff, students and community of Bowning Public School every three years in accordance with DoE requirements.

Additional Information

Support Services

NSW Department of Education Anti- bullying website

[NSW DoE Anti-bullying website](#)

Kids Helpline: www.kidshelp.com.au Phone: 1800 459 975

Beyond Blue: www.beyondblue.org.au Phone: 1800 859 585

Lifeline: www.lifeline.org.au Phone: 13 11 14

Principal's comment

This plan was completed in consultation with staff, students and community members of Bowning Public School. The school has a strong commitment to ensuring bullying is not prominent in our school and that all incidence is reported and acted on.

The aim of the partnership between school community members and schools is to develop socially responsible young people who are capable of making informed decisions. This is achieved through an effective social, cultural and academic curriculum which caters for the individual needs of students.

Committee Members

Tracie Ranie - Teacher

Ashlee Hogan – Teacher

Sally Howlett – School Learning Support Officer

Mel Hacklin – School Learning Support Officer

Robyn Rayment – School Administration Manager

Sharlie Cassidy – Instructional Leader

Emily Jones – Principal

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

School contact information

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NSW Department of Education

Behaviour code for students

NSW public schools

NSW public schools are committed to providing safe, supportive and responsive learning environments for everyone. We teach and model the behaviours we value in our students.

In NSW public schools students are expected to:

- Respect other students, their teachers and school staff and community members
- Follow school and class rules and follow the directions of their teachers
- Strive for the highest standards in learning
- Respect all members of the school community and show courtesy to all students, teachers and community members
- Resolve conflict respectfully, calmly and fairly
- Comply with the school's uniform policy or dress code
- Attend school every day (unless legally excused)
- Respect all property
- Not be violent or bring weapons, illegal drugs, alcohol or tobacco into our schools
- Not bully, harass, intimidate or discriminate against anyone in our schools

Schools take strong action in response to behaviour that is detrimental to self or others or to the achievement of high quality teaching and learning.

Behaviour Code for Students: Actions

Promoting the learning, wellbeing and safety of all students in NSW Public Schools is a high priority for the Department of Education.

We implement teaching and learning approaches to support the development of skills needed by students to meet our high standards for respectful, safe and engaged behaviour.

Respect

- Treat one another with dignity
- Speak and behave courteously
- Cooperate with others
- Develop positive and respectful relationships and think about the effect on relationships before acting
- Value the interests, ability and culture of others
- Dress appropriately by complying with the school uniform or dress code
- Take care with property

Safety

- Model and follow departmental, school and/or class codes of behaviour and conduct
- Negotiate and resolve conflict with empathy
- Take personal responsibility for behaviour and actions
- Care for self and others
- Avoid dangerous behaviour and encourage others to avoid dangerous behaviour

Engagement

- Attend school every day (unless legally excused)
- Arrive at school and class on time
- Be prepared for every lesson
- Actively participate in learning
- Aspire and strive to achieve the highest standards of learning

The principal and school staff, using their professional judgment, are best placed to maintain discipline and provide safe, supportive and responsive learning environments. The department provides a policy framework and resources such as Legal Issues Bulletins, access to specialist advice, and professional learning to guide principals and their staff in exercising their professional judgment. In this context the NSW Government and the Department of Education will back the authority and judgment of principals and school staff at the local level.

[education.nsw.gov.au](https://www.education.nsw.gov.au)