

ANTI-BULLYING

Policy Statement

Schools exist in a society where intimidation and harassment occur. Bullying must be taken seriously and is not acceptable in any form.

Students have the right to expect that they will spend the school day free from the fear of bullying, harassment and intimidation.

Revesby P.S, like all N.S.W government schools, rejects bullying in all its forms.

Bullying

- 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.

Definition

Bullying can be defined as intentional, repeated behaviour by an individual or group of individuals that causes distress, hurt or undue pressure.

Bullying involves the abuse of power in relationships. Bullying can involve all forms of harassment (including sex, race, disability, homosexuality or transgender), humiliation, domination and intimidation of others.

Bullying Behaviours

Bullying behaviour may include:-

- **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.

Statement of Purpose

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.

Responsibilities for Staff

- To develop skills in dealing with complaints of bullying.
- To educate student/parents in anti-bullying strategies and procedures.
- Foster an understanding and acceptance of individual differences.
- Behave in a non-bullying manner.
- Support students once bullying has occurred so that:
 1. victims may regain confidence in safety.
 2. perpetrators of bullying behaviour can reconcile with their victim and behave appropriately.

Responsibilities for Students

- To behave in a non-bullying manner.
- To inform appropriate personnel about bullying behaviour/grievances.

Responsibilities for Parents and Caregivers

- To foster an understanding and acceptance of individual differences.
- To support the ethos of the school.
- To behave in a non-bullying manner.

Strategies

Anti-Bullying Grievance Procedures

Revesby Public School will ensure that all employees understand and fulfil their responsibilities in implementing the anti-bullying policy and these grievance procedures. This will be done through the provision of support and, if necessary, appropriate disciplinary sanctions.

From time to time, staff, students, parents or community members may have complaints about bullying incidents or bullying practices in the school.

Revesby Public School is committed to fair and speedy resolution of such complaints. Wherever possible, they will be resolved at school with maximum confidentiality.

The guidelines set out the procedures to be used to resolve complaints about bullying. They complement Revesby Public School's anti-bullying policy.

Playground

- The incident is written into the playground book and labelled appropriately (eg. bullying, racism)
- The teacher on duty will speak to the student when the incident of bullying has been recorded in the playground book three times in two weeks. The executive teacher in charge of playground duties will write a referral - as per Discipline Policy.
- Procedures to follow as per Discipline Policy.

Classroom

- Teacher to identify bullying and follow individual behaviour management plan in the classroom, eg. warning, time out, buddy class.
- If bullying behaviour continues following steps above, teacher writes a referral for documentation.
- Procedures to follow as per Discipline Policy.

Strategies to Prevent Bullying

Strategies must be in place in the school to effectively teach the skills and understandings that will lead to eliminating bullying behaviours.

1. In the class children will be taught interaction in groups to promote respectful relationships. This can be done in all Key Learning Areas.
2. In individual classrooms classes may discuss individual differences to make students aware of different cultures and belief.
3. Children teachers and parents are encouraged to report bullying and harassment to appropriate personnel. (teachers or principal).
4. a) A child found bullying will be given a referral

(as per Discipline Policy).

b) Repeated bullying is tracked through the Discipline Policy.
5. Students, their parents and caregivers will be encouraged to notify the school when a student is bullied with, so that appropriate support can be provided to those students involved in any incident.

Anti-Bullying Plan

The following are specific strategies for dealing with bullying at Revesby P.S.

Reporting -

An incidence of bullying should be reported to any staff member (ie. teachers' aides, classroom teacher, assistant principals, principal or office staff) as soon as possible by students being bullied or students witnessing the bullying, parent/caretakers, teachers or other staff.

Intervening-

Students being bullied need to say:

“Stop it! I don’t like being bullied!”

Students witnessing bullying need to say:

“Stop bullying!” (then move away).

Parents/Caregivers and Teachers need to say:

“That is bullying! Please move away”

Accessing Help and Support

1. Report to the teacher on duty in the classroom or in the playground.
2. The teacher or principal follows this up by speaking to student presenting bullying behaviour and any witnesses.
3. The student who bullies will receive a referral.
4. Teachers/ school staff will give on-going support for the child being bullied.

Communicating Departmental Appeal Procedures

If students or parents/caregivers feel that the school has not adequately responded to their concerns, they should be made aware of their right to make a formal complaint using the ‘Responding to Suggestions, Complaints and Allegation (April 2001).

Professional Learning for Teachers and Other Staff

Training and Development opportunities must be made available for all staff so that they are clear about their roles and responsibilities.

The staff will review the Anti-Bullying Policy and Plan on an annual basis.

Responsibilities and Delegations

Principals are responsible for leading the development, implementation and evaluation of the Anti-bullying Plan and for ensuring that the Plan is readily accessible to all members of the school community.

Monitoring, Evaluation and Reporting Requirements

The Anti-bullying Plan must 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 and harassment, including data that highlights patterns and trends, such as suspension data.
- Evaluating the extent to which the school's Anti-bullying Plan has been effective in addressing bullying and harassment and promoting a safe and secure environment.

Schools should develop and implement a revised plan, if necessary, following a review.

Schools should continue to monitor and evaluate the implementation of the Plan on an ongoing basis.

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