



Education &
Communities

Anti-bullying Plan

Goonellabah 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.

This document has been formulated in consultation with the school community, who were invited to take part in the development, implementation, evaluation and review of this plan

Statement of purpose

Goonellabah Public School aims to develop in its students a sense of worth and dignity through quality education, catering to the academic, emotional and social needs of our community. We strive to build a cohesive school community, resulting in growth for all. We value mutually respectful relationships where we share concerns and accept responsibility for our actions.

Any inappropriate behaviour that disrupts teaching and learning at the school and interferes with the wellbeing of students cannot be accepted.

Students, teachers, parents, caregivers and members of our wider school community have a shared responsibility to create a safe, respectful and responsible environment, free from all forms of bullying.

Protection

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 use of power in relationships. Bullying can involve all forms of harassment (including gender, race or disability), domination and intimidation of others. However, a one off experience may also be traumatising and severe.

Bullying behaviour can be:

- Verbal eg. Name calling, teasing, abuse, put downs, sarcasm, insults, threats
- Physical eg. Hitting, punching, kicking, scratching, tripping, spitting
- Social eg. Ignoring, excluding, ostracizing, alienating, making inappropriate gestures
- Psychological eg. Spreading rumours, dirty looks, hiding or damaging possessions, malicious SMS or email messages, cyberbullying and inappropriate use of camera phones.

Students, staff and parents/caregivers all have responsibilities and roles in preventing and dealing with bullying within the school and its community.

Students have a Responsibility to:

- Behave appropriately, respecting individual differences and diversity in accordance with the school's current Student Welfare Policy
- Refuse to participate in any bullying situation
- Report all incidents of bullying to a member of staff.

Teachers have a Responsibility to:

- Respect and support students in all aspects of their learning
- Model appropriate behaviour
- Implement learning experiences that address key understandings and skill relating positive relationships, safety, gender equity, discrimination, bullying and harassment
- Reinforce appropriate strategies from programs delivered to students that are consistent with the school's Anti-bullying Plan eg. Child Protection, PD, PBL and You Can Do It.
- Respond in an appropriate and timely manner to all reports and incidents of bullying.

Stage Supervisors/Assistant Principals have a Responsibility to:

- Investigate all incidents of bullying reported by students, staff and parents/caregivers
- Maintain a record detailing reports and incidents of bullying and administer consequences as outlined in the school's 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's Anti-bullying Plan
- Watch for indicators of possible bullying (not wanting to attend school, missing equipment, wanting extra money, damaged clothing, bruising, cuts or other injuries)

- Contact the school and advise a staff member, Stage Supervisor/Assistant Principal or Principal of bullying incidents
- Support the school in the resolution of incidents of bullying.

Prevention

Class Programs and Practices

- All class programs will include appropriate learning experiences from the respective sections within the Personal Development, Health and Physical Education syllabus, Positive Behaviour for Learning and other Key Learning Areas to encourage proactive measures and prevent and respond to bullying
- Class teachers will consistently reinforce strategies to ensure appropriate student responses to bullying and harassment.
- Staff supervision in the playground
- Ensure students know and understand what behavior is acceptable in the school
- School/Class rules displayed and explicitly taught

Early Intervention

School Programs and Practices

The school implements a variety of programs and practices that promote positive relationships, mutual respect and self-discipline.

These include:

- Regular evaluation and updating of the School Discipline Policy that was developed in collaboration with the whole school community
- Regular staff training and development in regard to student welfare issues
- Regular and consistent monitoring of all aspects of student welfare through weekly Learning Support Team (LST) meetings
- Daily monitoring of playground behaviour
- Weekly reporting of student welfare concerns at executive staff meetings
- Student welfare discussions at weekly staff meetings, when required
- Peer support programs throughout the year
- Two students from all class Years 1-6 as representatives on the Student Parliament provided with opportunities to discuss student concerns/issues at Student Parliament meetings
- Recognition of student achievement and citizenship at class and school level through weekly assemblies, school newsletter and special presentation assemblies.

Response

PROCEDURES FOR REPORTING INCIDENTS OF BULLYING:

- Students to class teacher
- Students to Stage Supervisors
- Parents to staff
- Teacher to Stage Supervisors.

RECORD OF BULLYING:

- RISC (Register of Individual Student Contact) reports of bullying kept by the school executive of both victims and perpetrators (passive and active)

CONSEQUENCES OF BULLYING BEHAVIOUR:

Teachers will take a calm, unemotional, problem-solving approach when dealing with incidents of bullying behaviour reported by pupils, staff or parents/guardians. In any incident of bullying, the teacher will speak separately to the students involved, in an attempt to get both sides of the story. All interviews will be conducted with sensitivity and due regard to the rights of all pupils concerned. Students who are not directly involved may also provide useful information.

1. When analysing incidents of bullying behaviour, the teacher will seek answers to questions of what, where, when, who and why, in a calm manner, setting an example in dealing effectively with the conflict in a non-exaggerated manner.
2. All cases of bullying will be dealt with by the respective classroom teacher, who will keep the Assistant Principal/Principal informed. Notes will be recorded on RISC by the classroom and playground teacher to assist further intervention by an Assistant Principal, should it be required.
3. If the bullying is a group situation, an Executive/the Principal will take notes of these interviews and keep them in the "Incidents involving multiple children" file in the office. Each member will be interviewed individually by an Assistant Principal. After each individual has been interviewed, a 'round table' discussion will occur to enable the victim to express his/her feelings and to encourage the bully to acknowledge the situation from the victim's point of view. All attempts will be made to develop mutual empathy.
4. Serious cases of bullying will be reported immediately to the Principal.

5. Incidents of one-off aggression will be dealt with according to the school's Discipline Policy. These acts will be recorded in RISC.
6. Decisions will be made as to the level of severity of the incident and where the parents (of both parties) need to be informed. The interview will focus on appropriate strategies to assist both the victim and the bully.
7. The initial interview will include a clear statement of the consequences if the bullying continues, or if there are any reprisals as a result of reporting the incident.
8. If the student continues to engage in bullying behaviour, parents will be contacted and an interview arranged with the Principal/class teacher/relevant parties. This interview will be recorded as a RISC notification and retained by the Principal/ Assistant Principal.
9. The victim of bullying may need further support to develop strategies to overcome the situation. The Assistant Principal/Principal will seek to involve parents in the development of an action plan to help the child if necessary. Should counselling be required, this will be negotiated with the school executive and reported to the Learning Support Team.
10. Any further recurrence of the bullying will result in an issue of warning re: suspension and could lead to the implementation of suspension procedures in accordance with DET guidelines. This is a major sanction that is not undertaken lightly and is a 'last resort' to ensure the safety of children in our care.

COMMUNICATION TO PARENTS AND CAREGIVERS:

The school values a close working relationship with parents/caregivers in promoting a safe, respectful and responsible school environment conducive to quality educational experiences and opportunities for students. For the purpose of ensuring an effective school Anti-bullying Plan:

- Copies of the Anti-bullying Plan will be available from the school office
- Parents and the school community are encouraged to report bullying incidents to the school

- Parents and the school community are ensured that bullying incidents will be taken seriously and responded to in an appropriate manner
- The school community is invited to provide feedback as to the effectiveness of the Anti-bullying Plan so that information evaluation can occur.
- The Anti-Bullying Plan will be publicised at assemblies, in the newsletter and on the school website.

MONITORING AND EVALUATION OF THE SCHOOL ANTI-BULLYING PLAN:

- This Anti-Bullying Plan will be reviewed on a regular basis so that it reflects the school's current teaching and learning practices and student needs.
- Review with the P & C each year.

Regular monitoring of Bullying Incident Records to effectively gather and analyse relevant information on the nature and extent of bullying and harassment within the school.

This information will be used to:

- Drive discussions at executive meetings, LST meetings and staff meetings to determine future direction
- Evaluate 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
- Student, parent/caregiver and staff surveys to identify need for amendments.

STRATEGIES TO SUPPORT THE ANTI-BULLYING PLAN AT G.P.S.

1. Promote a Safe, Respectful and Responsible classroom climate
2. Promote a Safe, Respectful and Responsible playground climate
3. Promote a Safe, Respectful and Responsible whole school climate

This can be achieved through the following strategies and programs at Goonellabah Public School:

- **Classroom rules** – developed jointly by children and teacher
- **Incidental and explicit** class discussions
- **Explicit Anti-bullying lessons** to promote a shared understanding of all aspects in the Anti-bullying Plan – Definition, types of bullying behaviour, rights and responsibilities, consequences and the subsequent plan to facilitate changes in the behaviour
- **Year 6 Personal Development Day**
- **K-6 Anti-bullying Program** from a variety of sources
- **Publicity** – Creation of Anti-bullying slogans and posters by students to posted around the school
- **DET approved excursions** for K-6 students each year
- **Daily Positive Behaviour for Learning** program
- **10 day “Learning to Learn”** program
- **You Can Do It** lessons to promote an understanding of personal wellbeing and to encourage positive ways of thinking and resilience.

Additional Information

Kids Helpline 1800 55 1800

www.kidshelpline.com.au

Lifeline 13 11 14

CyberSmart www.cybersmart.go.au

Bullying. No Way! www.bullyingnoway.com.au

Police Youth Liaison Officer 6626 0575

Principal’s comment

Goonellabah Public School is committed to creating and promoting a safe, respectful and responsible learning environment that enhances the wellbeing and development of every student. The Anti-Bullying Plan of Goonellabah Public School aims to minimize risk and assist students involved in bullying incidents.

School contact information

Goonellabah Public School

595 Ballina Road

Goonellabah NSW 2480.

Ph: (02) 6624 1444

Fax: (02) 6625 1072

Email: goonellaba-p.school@detnsw.edu.au

Web: www.goonellaba-p.schools.nsw.edu.au