



Education &  
Communities

# Anti-bullying Plan

Denistone East 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.

Teachers, parents, students and members of the wider community have a responsibility to work together to address bullying. Denistone East Public School's Anti-Bullying Plan contributes towards the promotion of a positive, respectful and safe environment where resilient individuals achieve their full potential and are inspired to be life long learners.

At Denistone East Public School we will:

- inform the school community of the nature of the welfare, discipline and anti-bullying policies for our school;
- provide students with programs and promote strategies to respond positively to bullying behaviour;
- follow up complaints of bullying, harassment and intimidation;
- Strive to foster a culture of safe, respectful, learners in line with the schools core values; and
- regularly review the school's bullying plan.

## Statement of purpose

At Denistone East Public School we are committed to providing a safe and caring environment in which all members of the school are respected and a positive culture is promoted. Denistone East is committed to fostering a positive school environment in which every child is known and supported within the scope of the resources available.

Every student at Denistone East has the right to spend each day at school without being bullied, harassed or intimidated.

## School Anti-bullying Plan – Denistone East Public School 2016

It may seem obvious what bullying is, but there is a difference between students 'not getting on' and bullying each other. Learning how to resolve conflict and negotiate with people who have different personalities and opinions are important life skills that parents and the school need to help students develop.

Our aim is to prevent the incidence of bullying and manage bullying issues in line with this plan and the Student Welfare guidelines. We will equip our students with strategies to build positive, fair and respectful relationships and to be proactive bystanders.

## Protection

Denistone East Public School defines bullying as repeated behaviour that may be physical, verbal and/or psychological where there is intent to cause fear, distress or harm to another that is conducted by a more powerful individual or group; against a less powerful individual or group of individuals who are unable to stop this from happening. Bullying can be delivered through non-cyber (e.g. face to face) or cyber means (e.g. via email).

Experts agree that bullying entails three key elements: an intent to harm, a power imbalance, and repeated acts or threats of aggressive behaviour. Children who bully say or do something intentionally hurtful to others and they keep doing it with no sense of regret or remorse even when targets of bullying show or express their hurt or tell the aggressors to stop.

Bullying can come in many ongoing forms, for example:

- being hit, tripped, kicked, pinched etc:
- being called names, teased, put down etc:
- being threatened, stalked, gestures, having rumours spread about you, excluding someone etc:
- insulting someone, sending cruel or threatening emails or text messages, using the web or mobile phones to spread rumours or threatening someone etc: and
- discrimination based on disability, gender, race or religion.

Bullying behaviours deprive individuals and groups of their rights, jeopardise physical and emotional safety and undermine the wellbeing of members of our school community.

**Students, teachers, parents, caregivers and members of the Denistone East community should:**

- feel safe at school without fear of bullying;
- know what behaviour is expected of them and others in relation to the Anti-Bullying Plan; and
- be provided with appropriate support when bullying occurs, once they report the bullying to a member of staff.

**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 school community; and
- report all incidents of bullying and work together to actively resolve incidents of bullying behaviour when they occur.

**Students can expect to:**

- know that their concerns will be listened to and responded to by school staff;
- be provided with appropriate support (whether a victim, perpetrator or onlooker); and
- take part in learning experiences that address key understandings and skills relating to positive relationships developed through the core values: safe, respectful, learners.

A positive school climate exists when all students feel comfortable, respected, valued, accepted, and secure in an environment where they can interact with caring people they trust.

At Denistone East Public School, this is fostered by ensuring that students have opportunities to feel capable, connected, and that they are contributing members of the school. Students are encouraged to become actively involved in their school, in the classroom, peer programs and extra-curricular activities.

## **The Anti-Bullying Plan – Denistone East Public School 2016**

## **Prevention**

The school will implement the following strategies and programs to prevent bullying:

- share and promote the Anti-Bullying Plan and Student Welfare guidelines with all students, staff and the wider community;
- clarify the responsibilities of students, staff, parents and the wider community in reducing bullying;
- develop within the school community clear procedures for reporting incidents of bullying to the school;
- provide various Anti Bullying Programs, including the 'Friendly School Plus' program, the 'Sports in Schools Social Skills' program and the 'Cybersmart' program to empower students to respond positively towards bullying behaviour;
- access resources from various websites including the Digital Citizenship website when teaching students about bullying;
- embed anti-bullying messages into all curriculum areas and in every year through the reinforcement of the school core values of safe, respectful, learners;
- survey staff, students and parents around bullying issues to assess areas of need to prevent further bullying issues; and
- students maintain privacy practices when utilising school electronic devices.

## **Early Intervention**

The school will implement the following strategies and programs to provide support to students who have been identified as being at risk of developing difficulties with social relationships and those who have previously experienced or engaged in bullying behaviour before an issue emerges or escalates:

- Develop and implement early intervention support for students who are identified by the school as being at risk of developing long-term difficulties with social relationships through the learning support team;
- Develop and implement early intervention support for those students who are identified as having experienced bullying or engaging in bullying behaviour through the learning support team.

## Response

All types of bullying are taken seriously by Denistone East Public School. However, any school situation causing concern, whether or not it fits the definition of bullying should be reported to the school. Although, the term bullying has a specific meaning and the school's Anti-Bullying Plan sets out the processes for preventing and responding to student bullying, Denistone East also has a range of guidelines and practices, including those for welfare and discipline that apply to student behaviour generally.

The students, parents, staff, executive and wider school community will respond appropriately and in a timely manner to incidents of bullying. This will be achieved through the implementation of the following strategies.

### General Strategies:

Information on anti-bullying will be included on 'Student Tracking and Recording System' (STARS) and in school communications.

### Students:

- Report (No Go Tell Strategy) if they are being bullied or if they see someone else being bullied- both at school and on the way to and from school;
- students will use strategies taught through school based programs when responding to bullying;
- students will respect individual differences and diversity;
- will be responsible digital citizens and follow the Acceptable Usage Policy on their Kidspage Portal; and
- Follow the school's Anti-Bullying Plan and Student Welfare guidelines incorporated through school values of safe, respectful learners.

### Parents:

- Watch for any signs of distress in their child, eg. Unwillingness to attend school, a pattern of headaches, missing equipment, requests for extra money, damaged clothes or bruising;
- take an active interest in their child's social life and friends;
- advise their child to tell a teacher about any school incident involving bullying;

- inform the class teacher as soon as they are aware of an incident of suspected bullying;
- encourage their child to be proactive in responding to incidents of bullying;
- recognise and respond appropriately to bullying by following the school's Anti Bullying Plan and Procedures for Reporting Incidents of Bullying;
- remain calm and go through the right channels by contacting the school; and
- allow the school to handle the incident in a timely manner in line with the school's Anti-Bullying and Student Welfare guidelines.

### Staff:

- Have explicit knowledge of school and departmental policies relating to bullying behavior;
- provide teaching and learning activities that support students to develop a shared understanding of bullying behaviour and its impact, including cyber bullying;
- implement whole school programs for bullying prevention, in line with the school's core values;
- maintain a positive climate of respectful and fair relationships that support students;
- model appropriate behaviour at all times;
- make efforts to limit occasions for bullying by active supervision of the playground and classroom; and
- provide support to any student who has been affected by, engaged in or witnessed bullying behavior.

### Specific teacher response

#### Initial incident:

- In the case of apparently isolated playground or classroom incidents the teacher looks into the matter by discussing with both the victim and perpetrator/s, and highlights that the behaviour is inappropriate, names it and reports it to stage executive to enter on the STARS program;
- appropriate consequences will be implemented in consultation with stage executive; and

- follow up conversations with the victim should occur again after a few days to ensure that the behaviour has not continued.

#### Ongoing or serious bullying:

- Teachers should check the STARS student management system to identify whether there is a pattern of ongoing bullying. If the behaviour appears to be serious or ongoing, then the incident should be reported to the stage supervisor; and
- stage supervisor discusses incidents with senior executive for further intervention.

#### Stage Executive:

- Promote the school's Anti-Bullying Plan with student staff and parents;
- develop and implement early intervention support for students identified by the school as being at risk of developing long term difficulties with social relationships;
- develop and implement early intervention support for students identified as having experienced bullying or having engaged in bullying behavior;
- record bullying incidents and identify patterns of bullying behavior;
- discuss with student(s), class teacher(s) and parents the action taken;
- report to parent(s) and senior executive when bullying has taken place; and
- provide regular updates, within the bounds of private legislation to parents and caregivers about the response to incidents.

All cases referred to the wellbeing team are managed through meetings with both the victim and the bully, individually, and in some cases together. This calls on students' sense of fairness and aims to ensure that a sense of shared concern develops and that all those involved work to resolve the problem and make things better for the student being bullied.

Repeated instances of bullying are seen as persistent disobedience and will be managed using the school's Welfare and Discipline guidelines.

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Such repeated disobedience may result in suspension in accordance with these guidelines. Any bullying behaviour involving physical violence is referred to the relevant Deputy Principal by the relevant supervising stage executive.

A building resilience/assertiveness program may be employed for the victim of the bullying behaviour with the assistance of the school's Counsellor, or relevant Deputy Principal. An Individualised Behaviour Plan may also be deemed appropriate for the bully and can be developed in conjunction with the Wellbeing Team.

Where relevant the Wellbeing Team with the support of the senior executive may report incidents of bullying to the Child Wellbeing Unit, who may advise that Family and Community Services are informed. Contact with the local Police Youth Liaison Officer may also be deemed appropriate.

### Strategies the school will use to identify patterns of bullying behaviour

Patterns of bullying behaviour are in most cases identified by monitoring reports registered on the STARS student management system. Serious matters requiring further involvement of staff are brought to the attention of the Stage Executive or Deputy Principal following tracking of behaviours through the Core Values reporting system, and through regular discussions and updates at Learning Support, Stage and Executive meetings.

### Communication of the Anti-Bullying Plan

This Anti-Bullying Plan will be placed on the website and also communicated to each year through 'meet the teacher' events, assemblies and through other media.

### Processes used by Denistone East Public School to monitor and evaluate the effectiveness of our Anti-bullying Plan.

- Monitoring of reported incidents of bullying through the STARS, Core Values data collection and the Wellbeing Team;
- Student surveys;

- Suspension data;
- Surveys on school culture and climate; and
- Feedback from year groups regarding implemented programs.

## Annual reporting to the school community on the effectiveness of the Anti-bullying Plan

Denistone East Public School reports on the effectiveness of student wellbeing and anti bullying policies through an Annual School Reporting process and discussions at P&C Meetings.

### Principal's comment

The procedures outlined in this plan will assist students, teachers and parents in identifying, reporting and preventing bullying behaviour. By working together we can ensure that Denistone East Public School is a place where children can learn and interact in a positive, peaceful manner.

### Additional Information can be found at:

[www.schools.nsw.edu.au](http://www.schools.nsw.edu.au) - Supporting Students - Bullying

[www.kidsmatter.edu.au](http://www.kidsmatter.edu.au)

[www.friendlyschools.com.au](http://www.friendlyschools.com.au)

<https://esafety.gov.au> formally cyber smart

[www.bullying.org](http://www.bullying.org)

Additional support is available for students through the Kids Helpline – 1800 55 1800

## School contact information

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