

ILLABO PUBLIC SCHOOL

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.

Our School Anti-Bullying Plan

This plan outlines the processes for preventing and responding to student bullying in our school Illabo Public School and reflects the *Bullying: Preventing and Responding to Student Bullying in Schools Policy* of the New South Wales Department of Education and Communities.

Statement of purpose

A shared responsibility exists for all members of the Illabo Public School community to:

- Be aware of what bullying entails.
- Ensure that bullying does not occur.
- Encourage and assist students to resolve conflict without bullying.
- Be alert to signs and evidence of bullying.
- Report any bullying to staff, parents and, where appropriate, peers.
- Follow up any reports of bullying.
- Support both bully and victim.
- Educate themselves and others in anti-bullying strategies by ensuring that anti-bullying messages are embedded into each curriculum area.

At Illabo Public School we:

- Affirm the rights of all members of the school community to feel safe and be safe at school
- Acknowledge that being safe and supported at school is essential for student wellbeing and effective learning
- Accept responsibility for developing and sustaining safe and supportive learning and teaching communities that also fulfil the school's child protection responsibilities
- Encourage the active participation of all school community members in developing and maintaining a safe school community where diversity is valued
- Actively support young people to develop understanding and skills to keep themselves and others safe
- Commit to developing a safe school community through a whole-school and evidence-based approach.

Protection

The Department of Education and Communities defines bullying as **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. Cyberbullying refers to such behaviour carried out 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.

Bullying can be **verbal, physical, social** and **psychological**.

Conflict or fights between equals or single incidents are not defined as bullying

Managing Bullying

The steps we will take to counter bullying at Illabo Public School are as follows:

1. Protection
2. Prevention
3. Early Intervention
4. Response

Through these steps all members of the school community will be made aware that there will be no tolerance of bullying at Illabo Public School, and that as a school community we will take positive and consistent actions to work effectively in preventing bullying.

Research, both in Australia and overseas, has identified the following features as likely to be the most effective in preventing and reducing bullying:

- A universal whole-school approach of long duration that takes a multi-faceted approach rather than focusing on one single component.
- An increased awareness of bullying in the school community through assemblies, focus days and student-owned plans and activities.
- A whole-school detailed policy that addresses bullying.
- Effective classroom management and classroom rules.
- The promotion of a positive school environment that provides safety, security and support for students and promotes positive relationships and student wellbeing.
- Effective methods of behaviour management that are consistently used are non-hostile and non-punitive.

- Encouragement and skill development for all students (and especially bystanders) to respond negatively to bullying behaviour and support students who are bullied.

Prevention

Education

- Clearly define acceptable behaviour within the school through the school's "....."
- Ensure that all members of the school community are aware of the definition of bullying.
- Provide professional learning and support for staff.
- Educate children to an understanding of the role a bystander can play in bullying.
- Provide programs across all stages that promote resilience, social skills, assertiveness and conflict resolution skills.

Early Intervention

Illabo Public School will ensure that lessons in personal development incorporate material helping students identify bullying. Students identified as requiring "targeted" or "intensive" support in social skill development will receive assistance. Individual intervention strategies and programs will be implemented in consultation with the Learning Support Team (LST) and key stakeholders.

Response

Reporting

Teachers will complete an incident form.

Students will be made aware and educated of the process for them to tell of their concerns in instances of bullying.

Students will be encouraged to notify a teacher or parent if bullying is occurring.

Parents will be encouraged to notify the school of instances they are aware of.

Information on how to support young people at Illabo will be published at regular intervals via the school newsletter. Parents and students will be encouraged to access “Bullying. No Way!” on the internet.

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

NB: Reporting will occur as per the Department’s Complaints Handling Policy which states that the school will determine a course for reporting according to its Discipline Policy.

Investigation

The Principal or teacher will collect statements from key stakeholders. (eg Bully, victim and witnesses)

Enquiries will be conducted into all allegations. A circle conference will be held when needed.

A “*Record of Conversation*” will be kept of any meetings and an “*Incident Feedback sheet*” will be completed (where required) and attached to student records.

Feedback and meetings will be held where required with all persons involved.

Consequences

Consequences for inappropriate behaviour will be managed as set out in the school’s Discipline Policy. Refer to “What happens when I do the wrong thing?” form? These can and may include:

- Strike 1/Strike 2 and Strike 3 consequences as for our Student Welfare Policy “What happens when I do the wrong thing?” form
- Removal to the other class or principal
- warnings and parental contact
- negotiated contract
- on-going monitoring.
- timeout from playground, separate playtimes
- missing out on an enjoyable activity
- Suspension (in extreme cases)

Re-Education

Additional support and information is provided to parents and students through the “Bullying. No Way!” website and

- mediation sessions with bully and victim.
- reconciliation.
- behaviour guidance programs.
- referral to school counselor.
- social skills lessons.

Please Note: Individual cases will be dealt with according to individual circumstances.

Evaluation

Our school community will be empowered through a variety of strategies to recognise and respond appropriately to bullying, harassment and victimisation and behave as responsible bystanders. These may include but are not limited to;

- • Surveys
- • Parental information forums
- • School Website
- • School Newsletter

Incidents of bullying will be monitored on an ongoing basis. Student Welfare Programs will be evaluated annually and reported on in the School's Annual Report. The Anti-bullying plan, as part of the Student Welfare Policy will be reviewed every three years.

Serious Issues

The school will manage serious incidents (involving assaults, threats, intimidation or harassment) as per the school's Discipline Policy and the DEC policies for;

[Student Discipline in Government Schools - support materials](#)

[Suspension and Expulsion of School Students Procedures](#)

[Student Welfare Policy,](#)

[Bullying: Preventing and Responding to Student Bullying in Schools Policy](#)

[Bullying Among Young Children: A guide for parents](#)

[National Safe Schools Framework](#)

[Keep Them Safe: A shared approach to child wellbeing - Summary \(pdf 1.03 Mb\)](#)

[Complaints Handling Policy Guidelines](#)

Additional Information

Kids Helpline 1800 55 1800

Principal's comment

Illabo PS is proactive in ensuring students;

- know what bullying is
- understand that schools and society do not tolerate bullying
- know how to report and seek assistance if bullying is occurring
- and understand that everyone, including bystanders, have a role to play in stopping bullying.

As a staff and school community we have a responsibility to take positive and consistent actions to deal effectively with bullying. Our Anti-Bullying Policy aims to deal effectively with and prevent incidences of bullying. Illabo staff recognise that bullying occurs and that it needs to be dealt with quickly and with due thought to procedural fairness.

Meredith Holden

Principal

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