ANTI BULLYING POLICY MACLEAN PUBLIC SCHOOL

Statement of Purpose:

Every student has the right to expect that he or she will spend the school day free from bullying and intimidation. Our school rejects all forms of bullying. This applies to all bullying behaviour, including cyberbullying that occurs at school, and off school premises and outside of school hours where there is a clear and close relationship between the school and the conduct of the student. (Cyberbullying refers to bullying through information and communication technologies.)

Students, staff, parents and caregivers all have a shared responsibility to respond to and prevent bullying behaviour.

Definition:

Bullying is an ongoing misuse of power in relationships through repeated verbal, physical and/or social behaviour that causes physical and/or psychological harm. It can involve an individual or a group misusing their power over one or more persons. Bullying can happen in person or online, and it can be obvious (overt) or hidden (covert). Bullying of any form or for any reason can have long-term effects on those involved including bystanders.

(The national definition of bullying for Australian schools was developed by the Safe and Supportive School Communities Working Group. This national group includes all state, territory and federal education departments, as well as national Catholic and independent schooling representatives. The definition of bullying has been developed as part of the National Safe Schools Framework and can be found on the Australian Government's Student Wellbeing Hub.)

Managing Bullying:

Students who are bullied are more likely to experience impaired social and emotional adjustment, poor academic achievement, anxiety, depression, poorer physical health, higher absenteeism, increased loneliness and low self-esteem.

Students who repeatedly bully others are likely to have the same symptoms as the students experiencing the abuse.

Aims:

* To promote positive behaviours around the issue of bullying.
* To provide opportunities for students, parents, caregivers and teachers to deal with bullying behavior.
* To promote respectful relationships within the whole school community.

Responsibilities

The Principal will:

* Maintain a positive climate of respectful relationships where bullying is less likely to occur.
* Develop and implement programs for bullying prevention.
* Embed anti-bullying messages into each curriculum area and in every year.
* 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 those students who are identified at or after enrolment as having previously experienced bullying or engaged in bullying behavior.
* Empower the whole school community to recognise and respond appropriately to bullying, harassment and victimisation and behave as responsible bystanders.
* Develop and publish clear procedures for reporting incidents of bullying to the school.
* Respond to incidents of bullying that have been reported to the school quickly and effectively.
* Match a planned combination of interventions to the particular incident of bullying.
* Provide support to any student who has been affected by, engaged in or witnessed. bullying behavior.
* Provide regular updates, within the bounds of privacy legislation, to parents or caregivers about the management of the incidents.
* Identify patterns of bullying behaviour and respond to such patterns.
* Monitor and evaluate the effectiveness of the Plan.
* Report annually to the school community on the effectiveness of the Plan.

Staff will:

- Respect and support students.
- Model and promote appropriate behavior.
- Have knowledge of school and departmental policies relating to bullying behavior.
- Respond in an appropriate manner to incidents of bullying by following the school's response flow chart later in this document.
- Implement lessons with a focus on practical strategies for responding to bullying: https://bullyingnoway.gov.au/support-and-advice/for-schools
- Promote safe and supportive bystander responses to support students.

Students will:

- Behave appropriately, respecting individual differences and diversity.
- Behave as responsible digital citizens. https://www.digitalcitizenship.nsw.edu.au/
- Follow the school Positive Behaviour for Learning expecations.
- Follow the NSW Department of Education student behavior code: https://education.nsw.gov.au/public-schools/going-to-a-public-school/translated-documents/behaviour-code-for-students
- Behave as responsible bystanders. https://bullyingnoway.gov.au/understanding-bullying
- Report incidents of bullying.

Parents and caregivers have a responsibility to:

- Support their children to become responsible citizens and to develop responsible on-line behavior.
- Assist their children in understanding bullying behavior. https://bullyingnoway.gov.au/support-and-advice/for-families
- Support their children in developing positive responses to incidents of bullying consistent with the schools Anti-Bullying Plan. https://bullyingnoway.gov.au/responding-to-bullying/how-families-can-respond
- 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 the responsibility to:

- Model and promote positive relationships that respect and accept individual differences and diversity in 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

ANTI-BULLYING PLAN – Maclean Public School

IDENTIFICATION

Identify students who have been bullied, or those who bully others:

Signs include –
- Does not want to go to school.
- Suddenly unable to sleep.
- Changes in mood.
- Frequently sick with vague symptoms.
- Unexplained bruises.
- School performance falls.

REPORTING PROCEDURE

- Students – report to teachers, Principal, other students/friends, parents
- Parents – report to class teacher, teachers and / or Principal
- Bystanders – report to teachers, Principal, other students/friends, parents
- What will the school do?
- https://bullyingnoway.gov.au/responding-to-bullying/how-australian-schools-respond

STRATEGIES / INTERVENTIONS

- Staff training and development.
- Leadership Training – Year 6 students.
- Student Parliament.
- School Counsellor.

PROGRAMS:

- Mandatory implementation of lessons with a focus on practical strategies for responding to bullying.
- Positive Behaviour for Learning.
- Peer Support / Leadership Training - Year 6 students.
- Rock and Water Program.

MONITORING and EVALUATION

- Survey students to monitor bullying rates.
- Keep accurate records of incidents and their management.
- Monitor bullying incidents.
- Evaluate in conjunction with policy evaluation three year cycle.

Policy Evaluation:

This policy will be reviewed as part of the school's three year, review cycle.

References:

- *Bullying: Preventing and Responding to Student Bullying in Schools* (*Revised 2011)* NSW Department of Education and Training Policy
- *Promoting positive bystander behaviour. Primary and secondary school activities. (March 2011*) NSW Department of Education and Training
- *Taking Action Keeping Safe- a resource for student leaders to counter bullying (2005)*

    NSW Department of Education and Training

- *Cyberbullying – Information for staff* NSW Education and Communities
- *The Playground: Best Practice in Primary Schools (1999)* NSW Department of Education and Training
- *Values in NSW Schools* Department of Education and Training NSW
- *Student Discipline in Government Schools Policy (2006)*NSW Department of Education and Training

Web Sites

- Digital Citizenship: https://www.digitalcitizenship.nsw.edu.au/
- Bullying. No Way: https://bullyingnoway.gov.au/
- Cybersmart Teachers Gateway and kids portal: https://www.esafety.gov.au/educators/classroom-resources/cybersmart-challenge
- Friendly Schools Friendly Familieswww.friendlyschools.com.au
- Kids Help Line*www.kidshelp.com.au*
- *https://education.nsw.gov.au/student-wellbeing/attendance-behaviour-and-engagement/anti-bullying*