



Education &
Communities

Anti-bullying Plan

Truscott Street 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.

Statement of purpose

This plan aims to address all forms of bullying that may occur in the school environment and to provide positive strategies for preventing, reporting and managing all forms of interactions that are not acceptable in the school environment.

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 abuse of power in relationships. Bullying can involve all forms of harassment (including sex, race or disability) humiliation, domination, intimidation and victimisation of others. The result of bullying can include impaired social and emotional adjustment, poor academic achievement, anxiety, depression, higher absenteeism, loneliness and low self esteem.

Bullying behaviour can be:

Verbal e.g. name calling, teasing, abuse, put downs, sarcasm, insults, threats

Physical e.g. hitting, punching, kicking, scratching, tripping, spitting

Social e.g. ignoring, excluding, ostracising, alienating, making inappropriate gestures

Psychological e.g. spreading rumours, dirty looks, hiding or damaging possessions

Cyber-bullying e.g. improper use of mobile phones to record images or sound without permission, any of the above mentioned behaviours which take place in internet chat/messaging or on a social media site, any of the above behaviours transmitted by SMS. Imitating another student or using their screen name for inappropriate purposes, sexting or sharing explicit materials, sharing private personal information, messages or images without permission.

School Anti-bullying Plan – NSW Department of Education and Communities

The school considers any or a mix of the above behaviours to be bullying. We are committed to the provision of a safe and respectful learning environment.

Responsibilities

Teachers, students, parents, caregivers and members of the wider community have a responsibility to work together to address bullying.

We all have a responsibility and a right to:

- Feel safe and happy
- Help others feel safe & happy
- Treat everyone as a worthwhile person
- Report bullying & bullies

Prevention

It is important that the school community address the underlying causes of bullying relating to school organisational issues, learning and teaching issues and relationship issues.

Preventative Strategies:

- Education and promotion of expected behaviours through the school's PBL (Positiver Behaviour for Learning) program
- School Counsellor Services:
 - Resilience Donut Social Skills Program
 - "Cool Kids" program
- It is the role of the LST to identify and support children who are at risk of developing or have long-term difficulties with social relationships.
- Productive and respectful relationships established between all members of the school community.
- Classroom rules, routines and processes negotiated and applied consistently.
- Adequate supervision of students during breaks on playground and in the classroom.
- Active intervention when bullying occurs.
- Established passive play areas and activities

Early Intervention

Early intervention programs are developed and implemented for students who are identified by the school, parents, caregivers or pre-school as being at risk of developing long term difficulties with social relationships.

Each year, classes are allocated a buddy class with teachers ensuring that the buddies are selected to match the individual needs of the students. This buddy system creates a sense of school community through developing friendship structures across the grades. The classes participate in activities that are designed to support children who are having difficulty adjusting to discipline, variations to routine and programs at school. Depending on student needs, the two classes work together on either a regular or occasional basis. Activities include reading, craft, sport or any other part of the curriculum that the teachers feel would benefit from older classes working with younger.

Response

The Anti-bullying plan will be reviewed every three years by the LST, executive team, parent and community representatives and students. The effectiveness of the plan will be reviewed annually through the Annual School report using school surveys, feedback, record of incidents and observations.

Children who are Being Bullied:

Students will know that they **can** control what happens. They will not retaliate by using bullying and will try not to show fear, as the bully is no longer rewarded and the bullying may stop.

Students will be proactive and need to decide what action to take.

Step 1: Ignore it. Show that it does not upset you. The bully is then not rewarded and the bullying may stop. *If it does not stop:*

Step 2: Talk to the person bullying you. Tell her or him to stop. *If it still does not stop:*

Step 3: Talk it over openly with trusted adults (i.e. class teacher or parent). They can help you decide what to do. *If the bullying still does not stop:*

Step 4: Talk to the Principal. Allow him/her to take the action they see as necessary.

Bystanders:

Students who are not being bullied, but are aware of others who are will be encouraged to report it to protect those that are being bullied and so that the bully can be helped too.

Parents and Caregivers:

All parents and caregivers are provided with a copy of the Truscott Street Anti-Bullying Plan and are made aware of the individual and shared responsibilities for preventing and responding to bullying behaviour through the school website.

The Anti-Bullying Plan – NSW Department of Education and Communities

Teachers:

Teachers will embed anti-bullying messages into the curriculum every year, with specific Personal Development lessons that educate the students on bullying. Teachers will also model and promote appropriate behaviour.

Consequences for the bully

Students are aware that if they bully someone, one or more of the following will occur:

- they will talk to teachers or the principal about their behaviour
- their parents will be informed
- they may be removed from the classroom/playground
- they may lose privileges, such as participating in special activities, representing the school etc.
- they will need to offer apologies
- they may lose their own time (time out).
- they may be suspended.
- they will need to show that they are able to treat others properly before their privileges are restored.
- bullies and victims are offered support and counselling.
- PBL disciplinary practices will be followed

Additional Information

Related Information

The Department of Education and Communities has a number of very useful sites that may be of interest to you.

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

Kids Helpline 1800 55 1800

Bullying No Way! www.bullyingnoway.com.au

Mindmatters www.mindmatters.edu.au

National Coalition Against Bullying www.ncab.org.au

Headspace <http://www.headspace.org.au/>

Principal's comment

This policy has been developed and revised through consultation with a number of key stakeholders in our school community. Policy review is regularly attended to and all comments are welcome. We aim to make the policy easily understood and also to provide websites that teachers, parents and children can access to give further clarification. Please do not hesitate to ask for help if you are unsure

of how to report or support a child you believe is being bullied. Early intervention is often the key to a successful resolution.

Committee

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