SHALVEY PUBLIC SCHOOL

Anti-Bullying Policy

Revised
September 2012
Rationale
Shalvey Public School endeavours to provide an environment which is safe and secure for every member of the school community. The school is committed to ensuring that students are provided with opportunities and programs to acquire the knowledge, skills and attitudes for effective participation in society and that they are able to conduct themselves with respect and show consideration and compassion for others. Preventing and responding to bullying is the responsibility of all staff, students, parents and caregivers.

The school does not tolerate bullying in any form. Every member of the school community has the right to learn and teach in a happy and safe environment. The school therefore promotes positive and respectful relationships between all members of the school community.

DEFINITION OF 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.
Conflicts or fights between equals and single incidents are not defined as bullying.

Bullying can involve:
- Humiliation
- Domination
- Intimidation
- Victimisation

Bullying behaviour can be:
- **Verbal** – Name calling, teasing, abuse, putdowns, sarcasm, insults, threats.
- **Physical** – Hitting, punching, kicking, scratching, tripping, spitting.
- **Social** – Ignoring, excluding, ostracizing, alienating, making inappropriate gestures.
- **Psychological** – Spreading rumours, hiding or damaging possessions, malicious SMS and email messages, inappropriate use of camera phones.

PREVENTING BULLYING AT SHALVEY PUBLIC SCHOOL
All members of the school community must play their part in preventing bullying. The Anti-Bullying programs will encompass the four main areas of:-
- Protection
- Early Intervention
- Response
- Prevention

PROTECTION
The first step with dealing with bullying is to raise awareness of students, staff and the school community and to provide effective action for dealing with bullying situations.

Shalvey Public School achieves this by providing:
- The opportunity for children to talk about bullying.
- Opportunities for children to participate in anti-bullying programs.
• Information sessions at staff meetings at parent interviews.
• Information to parents and caregiver through the school newsletter.

**Strategies used to deal with bullying behaviour include:**
• School expectation lessons, explicit teaching of appropriate behaviours.
• Immediate action.
• Clear communication and information.
• Playground strategies – Infants Buddy-Up playgroup activities, quiet areas, such as the Library.

<table>
<thead>
<tr>
<th>STUDENTS</th>
<th>TEACHERS</th>
<th>PARENTS/CAREGIVERS</th>
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<tbody>
<tr>
<td>Students will: Refuse to be involved in bullying situations. If they are present when bullying occurs, they will:</td>
<td>Members of staff will: create a stimulating and positive school environment</td>
<td>The school requests that parents will: be positive role models in action and in speech</td>
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<tr>
<td>Report the incident <strong>Immediately</strong></td>
<td>be positive role models in action and in speech</td>
<td>watch for signs of distress or changes in behaviour of their child</td>
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<td>Talk to their teacher</td>
<td>be observant of signs of distress or suspected incidents of bullying</td>
<td>advise their child to tell a member of staff, preferably their child’s class teacher, about the incident. If the child can’t report the incident him/herself, parents should inform the school that they suspect their child is being bullied</td>
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<td>Talk to their parents</td>
<td>promote a safe and happy playground environment by vigilantly patrolling during supervision duty</td>
<td>not encourage their child to retaliate</td>
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<td>Seek support from friends</td>
<td>arrive at assemblies and classrooms promptly</td>
<td>be willing to attend interviews at the school if their child is involved in a bullying incident</td>
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<td>Leave valuable items at home</td>
<td>be pro-active in their response to bullying by:-</td>
<td>reinforce the view that bullying is not acceptable in any community</td>
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<td>Join activities</td>
<td>~ taking steps to help victims in a compassionate and sensitive manner</td>
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<td>Remember that the bully has the problem: they are not the problem</td>
<td>~ reporting incidents to appropriate members of staff</td>
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<td>Be assertive when dealing with a bully- stand up straight, keep eye contact, and ask them to stop</td>
<td>~ providing students with the necessary strategies for dealing with bullying and the opportunity to practice them in a secure environment</td>
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<td>Tell the bully that the teacher has been told</td>
<td>~ working cooperatively with parents and the whole school community to reach a solution</td>
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<td>Students should walk away and go to a safe place</td>
<td>~ teaching school expectations and school based anti-bullying programs every year</td>
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<td>Remind themselves that they do not deserve to be bullied and that it is alright to be upset</td>
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**EARY INTERVENTION**

Shalvey Public School provides a variety of programs and intervention strategies to assist those students who are identified as at risk of developing long term difficulties with social relationships, and those that may have been involved in bullying situations. These programs/strategies involve:-
• providing social skills lessons for those identified in need
• developing specific programs, such as, Buddy Up and targeting identified child
• transition to high school programs conducted by the local high school for students who would benefit from targeted intervention
• procedures to maximise contact with a child’s previous school upon enrolment, so that all relevant information is obtained
RESPONSE

The following procedures will be followed when a bullying situation has been identified:

- provide immediate action when dealing with bullying behaviours
- provide an agreed process and restorative practices when dealing with bullying behaviour

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<tr>
<th>STUDENTS</th>
<th>STAFF</th>
<th>PARENTS/CAREGIVERS</th>
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</table>
| Tell a teacher immediately as well as your class teacher. It's okay to tell. There is support to help you. | If a student reports bullying or you witness a bullying incident yourself:  
  - take the report seriously  
  - be wary of labelling students or parents  
  - encourage the bully to see the victim’s point of view  
  - offer concrete help, support, advise and feedback to the victim and their family  
  - make it clear to the bully that the school disapproves of the behaviour  
  - deal with the incident immediately and refer to an executive. Those involved will be dealt with in line with the school’s Behaviour Referral System  
  - all staff will be made aware of any bullying issues with children during staff meetings when appropriate or via internal e-mail | It is suggested that you discuss bullying with your child. A thorough reading of this policy with your child/children is recommended.  
If your child reports that he/she is being bullied at school, encourage him/her to follow the procedures outlined.  
When the school attempts to deal with reported bullying and victimisation do not appear to working, your assistance may well be sought  
In cases of serious bullying you will automatically be involved. |

PREVENTION

Shalvey Public School will implement strategies to prevent incidences of bullying occurring at school:

- a committed Learning and Support team that is active in promoting consistent expectations across all settings of the school and recognising student achievement
- providing positive learning environments which best suit the learning needs of the individual child
- development and delivery of, explicit teaching lessons which support the schools expectations and anti-bullying social skills lessons, and appropriate ways of preventing cyber bullying
- implementation of a peer support program – buddy up, which supports positive beliefs about ourselves and ways which we can prevent bullying
- utilizing outside presentations
- playground strategies which support positive play
• raising awareness of ways in which bullying can be minimised
• informing the school community, including casual teachers, about how to identify and prevent bullying, and the procedures to deal with the situation
• everyone – staff, students, and the school community being aware of their responsibilities

**Responsibilities**

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<tr>
<th>STUDENTS</th>
<th>SCHOOL COMMUNITY</th>
<th>PARENTS/CAREGIVERS</th>
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<tbody>
<tr>
<td><strong>Students have a responsibility to:</strong>-</td>
<td><strong>The principal and teachers have a responsibility to:</strong>-</td>
<td><strong>Parents and Caregivers have a responsibility to:</strong>-</td>
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<td>- follow the school expectations, behave appropriately respecting differences and diversity</td>
<td>- implement the anti-bullying policy within the school</td>
<td>- support their children to become responsible citizen and to develop responsible on-line practices</td>
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<td>- behave as responsible electronic citizens</td>
<td>- submit a copy of the school’s Anti-Bullying Plan to the School Education Director whenever it is reviewed</td>
<td>- be aware of the school’s anti-bullying plan and assist their child in understanding bullying behaviours</td>
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<tr>
<td>- follow the school anti-bullying plan</td>
<td>- report to the broader school community the effectiveness of the school’s anti-bullying plan</td>
<td>- support their child in positive ways of responding to bullying incidences</td>
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<td>- report incidences of bullying</td>
<td>- inform the school community of appropriate anti-bullying strategies</td>
<td>- work collaboratively with the school to resolve incidents of bullying when they occur</td>
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<td>- parents are requested not to approach other parents or students in relation to alleged incidents. They are asked to allow the school to follow the agreed procedures as outlined in the school’s Anti-Bullying Plan</td>
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DEALING WITH BULLYING AT SCHOOL
Initially, students are encouraged to take the following steps:
- consider the situation they are in
- it is their right to tell the person to stop

If this is successful
One of the Executives will follow up the report which will involve:
- interviewing and recording both sides’ explanations and those of any onlookers/witnesses and discussing peoples’ rights. Each of the parties will be seen individually and later, if appropriate, together
- counselling for all sides of the bullying incident – the person being bullied, the bully and the onlookers (discussing strategies for dealing with the problem)
- Teachers will be informed so that together with the executive they can monitor the situation
- in cases of repeated bullying, the parents of the bully will be informed / asked to come to the school to discuss the situation

CONSEQUENCES OF BULLYING
- Immediate time out with counselling from an executive
- In accordance with Shalvey Public School’s Behaviour Referral System, bullying incidents may warrant a detention or suspension.

Bullying exists at all levels in our society. We know that the effects of bullying on learning and general adjustment can be devastating and far-reaching for the student involved. We trust that the whole school community can share the responsibility for combating bullying whenever and wherever it occurs.
CONTACT NUMBERS AND WEBSITES

Kids Helpline
Tel: 1800 55 1800
www.kidshelpline.com.au

Community Services
Tel: 13 36 27

Child Wellbeing Unit
Tel: 9269 9400

The complaints handling Policy Guidelines are available via the Department of Education and Communities’ website www.det.nsw.edu.au/policies/index.shtml

www.ncab.org.au
www.reachout.com
www.bullyingnoway.gov.au
www.childsafetyaustralia.com.au
www.cyberbullying.gov.au
www.enoughisenough.com.au
www.takeastandtogether.gov.au