Anti-bullying Plan
Buronga 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 procedures 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.

This Anti-Bullying Policy is a representation from the whole Buronga Public School community. The school has sort to engage the school community in developing, implementing, evaluating and reviewing this plan (yearly).

Statement of purpose

Buronga Public School is an inclusive public school, where students are given every opportunity to reach their full potential in a secure and supportive environment. Buronga Public School says NO to bullying. Bullying behaviour will be taken seriously and is not accepted in any form. All students deserve the opportunity to succeed in a safe and supporting environment. This Anti-bullying plan has been developed by the Principal and staff and will be reviewed by all stakeholders every year. It outlines strategies that each party should follow in response to bullying behaviour.

Preventing and responding to bullying behaviour is a shared responsibility of all Buronga Public School staff, students, parents, caregivers and members of the wider school community. All members of the school community contribute to preventing bullying by modelling and promoting appropriate behaviour and respectful relationships.

Protection

This Anti-bullying plan applies to all student bullying behaviour, including cyber bullying, that occurs in NSW government schools and preschools, 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. (2.2)

The NSW 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 bullying through information and communication technologies." (3.1)

Bullying Behaviour can be:

- Verbal eg. Name calling, teasing, abuse, putdowns, sarcasm, insults, threats
- Physical eg. Hitting, punching, kicking, scratching, tripping and spitting
- Social eg. Ignoring, excluding, ostracising, alienating, making inappropriate gestures
- Psychological eg. Spreading rumours, dirty looks, hiding or damaging possessions
- Cyber eg. Malicious SMS or email messages, inappropriate use of camera phones; social networking sites (eg. Facebook), inappropriate use of messaging (eg kik), inappropriate use of any other media, including (not limited to) Youtube, Instagram, tumbler, flickr, snapchat, pinterest, skype, myspace, Google+

Buronga Public School will implement to maintain a positive climate of respectful relationships where bullying is less likely to occur by teaching students appropriate ways to use technology and be respectful of others.
Prevention

Buronga Public School will;

- embed anti-bullying messages into curriculum areas in all stage levels
- develop and implement programs for bullying prevention
- provide professional learning to all staff in relation to anti-bullying
- model and promote appropriate behaviour
- access other agencies that can support students within the school and while they are at home and may experience bullying eg. Kids Helpline
- monitor and evaluate the effectiveness of the anti-bullying plan
- provide early intervention support for students who are; at risk of developing long-term difficulties with social relationships, identified as having previously experienced bullying at enrolment

Parents will;

- Report bullying ASAP
- Support the development in their children to have a strong individual identity and self-confidence
- Build resilience in their children through listening, discussion and by modelling resilience
- Support their children to become responsible citizens and to develop responsible on – line behavior
- Respect recommendations and laws governing the age limit of students when using social media eg Facebook requires everyone to be at least 13 years old before they can create an account (in some jurisdictions, this age limit may be higher). Creating an account with false info is a violation of their terms.
- Seek advice and help from support agencies

Students will;

- Model and promote appropriate behavior
- Teach their children to be active bystanders
- Talk to children regarding strategies to manage bullying
- Work in partnership with Buronga Public School

Response

Who to report bullying to:

- Class teacher in the classroom
- Staff member
- Teacher on duty in the playground
- School counsellor
- A teacher, School Learning and Support Officer you feel comfortable with
- School Student leader
Strategies to assist in preventing bullying behavior:

- Positive reinforcement of improved behavior - All staff
- Listen and support students reporting bullying - All staff
- Use BPS anti-bullying flowchart - All staff
- Student/Parent Interview - Principal/Teacher
- Provide Parent Information - Principal
- Mediation through trained mediators - Trained Staff
- Utilise Peer Support/Student Leaders - Student Mentors
- Outside agency involvement (Child Wellbeing etc) - Principal

Strategies to support those being bullied:

- Interview Student - Staff
- Contact Parents - Staff / Principal
  - Inform them of the situation
  - Provide information and support
  - Ongoing communication regarding school actions
- Provide opportunity for development of; - Staff/ LST
  - Assertive behavior
  - Self confidence
  - Building resilience
- Outside agency involvement - Principal

Procedures for dealing with incidents with bullying:
Refer to the Buronga Public School Discipline Policy for consequences and strategies.

Buronga Public School will report annually to the school community, through a tabling of the policy at the December P & C meeting on the effectiveness of the Anti-bullying Plan.

Every three years Buronga Public School will review this Anti-bullying Plan with the school community.

Additional Information

Important Contact Information:

- Buronga Public School / Counsellor 03 50232260
- Kids Helpline (24 hours) 1800551800
- Child Wellbeing Unit 02 92699400
- 24 Hour Mental Health Hotline 1300 88 7000

Important Websites:

- Kids Helpline www.kidshelpline.com.au
- Youth Beyond Blue www.youthbeyondblue.com
- Bullying NO WAY www.bullyingnoway.com.au

Department website link

Principal's comment

This policy has been endorsed by the Buronga Public School staff and the Buronga P & C. It will be evaluated yearly and it will be reviewed every 3 years in accordance of DEC policy.

Belinda Mirana    Principal
Greg Stewart      Teacher
Louise Olofsson   Teacher
Merren Cock       Teacher
Blanche Niemann   Teacher
Bernadette Hogarth  Teacher
Vivian Riely      P & C President

School contact information
Buronga Public School
Chapman Street
Buronga NSW 2739
Ph: 03 50232260
Fax: 03 50212316
Email: Buronga-p.school@det.nsw.edu.au