



Education &  
Communities

# Anti-bullying Plan

RYDE EAST PUBLIC SCHOOL

2013





# 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 Annual Report

Our school anti-bullying 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.

To comply with the *Bullying: Preventing and Responding to Student Bullying in Schools Policy* schools are required to report annually to their school community on the effectiveness of their anti-bullying plan.

### Statement of purpose

The role of the school in the prevention of bullying includes:

- Sending very clear messages to students as to what is acceptable behaviour by informing them of their rights, responsibilities and the school rules.
- Consistently applying sanctions against bullying behaviour.
- Creating an environment where students care for and are interested in each other.
- Providing the students with skills to solve problems and avoid conflict.
- Establishing links between the school and the community so that everyone knows the content of the Anti-Bullying Program.
- Making all staff and parents aware of the Anti-Bullying Policy and the systems within the school to deal with bullying behaviour.
- Promoting respectful relationships within the whole school community.

### Protection

Bullying is repeated and ongoing verbal, physical, social or psychological behaviour that is a harmful abuse of power by an individual or group, towards one or more people. Cyber bullying refers to bullying through information and communication technologies (ICT).

Bullying can involve any or all forms of harassment, humiliation, domination, intimidation and victimisation which refer to an individual student's sex, race, disability or sexual preference.

Examples of bullying behaviour can be manifested, but are not limited to, the following four general areas:

- **Verbal** name calling, teasing, abuse, putdowns, sarcasm, insults, threats
- **Physical** hitting, punching, kicking, scratching, tripping, spitting
- **Social** ignoring, excluding, ostracising, alienating, inappropriate gestures
- **Psychological** spreading rumours, dirty looks, hiding or damaging possessions, malicious SMS and email messages, inappropriate use of camera phones.

Ryde East Public School considers bullying behaviour to be a behaviour that is not accepted at our school. Bullying can be frightening and physically and emotionally damaging for children to experience.

The staff at Ryde East Public School promote positive relationships that respect and accept individual differences and diversity amongst the whole school community. All staff members are committed to actively collaborating together to eliminate and resolve incidents of bullying behaviour when and if they occur.

**All public schools exist in a society where incidents of bullying behaviour may occur.**

**School Staff have a responsibility to:**

- ☑ Recognise, intervene and take action when incidents occur
- ☑ Educate students about bullying and give clear messages about what behaviours are accepted
- ☑ Inform parents
- ☑ Provide support, discipline, mediation and responsive action
- ☑ Be proactive and model non aggressive approaches to behaviour management
- ☑ Talk about bullying, definitions, myths and strategies.

**Parents and caregivers have a responsibility to:**

- ☑ Report incidents of school related bullying behaviour to the school
- ☑ Monitor their children and support them to become sensible and responsible digital citizens
- ☑ Maintain open dialogue with the school in order to work collaboratively to resolve incidents of bullying when they occur
- ☑ Communicate with their children in order to assist in their understanding of bullying behaviour
- ☑ Participate in all reviews of the school's student welfare policy
- ☑ Accept a shared responsibility for the development of appropriate social behaviour in their children.

**Students have a responsibility to:**

- ☑ Recognise and report bullying behaviour
- ☑ Support others and behave responsibly as bystanders

☑ Behave appropriately and follow our school rules and values in order to respect individual differences

☑ Behave as responsible digital citizens.

**ADVICE TO STUDENT WHO ARE BEING BULLIED**

The student should be encouraged to:

- Tell the bully to stop. State quite clearly that the behaviour is unwelcome and offensive.
- Seek help. Talk about the experience to someone who is trustworthy (e.g. teacher, parent, peer)
- Report the bullying to a member of staff and feel confident that any incident can be resolved satisfactorily.
- Be with friendly, supportive peers.
- Turn and walk away.

**ADVICE TO BE GIVEN TO STUDENTS WHO KNOW SOMEONE ELSE IS BEING BULLIED**

Students should be made aware that early intervention can defuse conflict situations before bullying sets in or gets out of hand.

Therefore, the following suggestions should be made:

- If possible, intervene as the bullying occurs by telling the bully to stop. This is very useful if the on looking student has influence with the bully.
- Refuse to join in with the bullying.
- Support students who are being bullied – just standing by them can be enough.
- Tell an adult if you are concerned about the bullying.
- It is every student's right and responsibility to report bullying whether it happens to oneself or to someone else.

## Prevention

Students, teachers, parents and the community will be aware of the school's position on bullying which is **zero tolerance**.

**To prevent the likelihood of teasing or bullying, teachers should:**

### 1. ENSURE QUALITY SUPERVISION

- Be punctual to duty or class
- Remember our "Duty of Care"
- Maintain effective communication
- Be aware of "risk areas" in the school

### 2. ACKNOWLEDGE OR FOLLOW-UP INCIDENTS

#### DON'T

- ignore
- send students away
- overreact to the incident

#### DO

- be accessible
- give students a chance to explain
- treat each incident seriously

### 3. FOLLOW SCHOOL POLICY AND PROCEDURES

- Suggested procedures to implement
  - APEEL Program (K-Y2)
  - Anti-Bullying sessions (Y3-Y6)
  - Child Protection Program
  - *Strategies for Safer Schools*
  - *A Fair Go For All* (K-Y2)

## Early Intervention

Students are encouraged to report bullying incidents involving themselves or others.

- Teachers regularly remind students to report incidents. Reporting is not "dobbing".
- Parents are encouraged to contact the school if they become aware of a problem.
- Students are recognised for positive behaviours.
- Teachers use a class and playground management plan if an incident of bullying occurs.

### INTERVENTION

- Once identified, the bully, victim and witnesses are spoken with and all incidents or allegations of bullying are fully investigated.
- Consideration as to why the bullying occurred is investigated.
- Both the bully and the victim are offered basic assistance and support.
- A meeting of relevant persons is convened following identification of on-going bullying behaviour. All issues relevant to the behaviour of the student are considered.

### POST INTERVENTION

- Ryde East Public School's Discipline Policy outlines appropriate procedures of the consequences for inappropriate behaviour in the classroom and in the playground.
- Possible consequences may involve:
  - warning
  - removal to the class supervisor or principal
  - parental contact
  - on-going monitoring
  - timeout from the class or playground
  - mediation sessions with the victim to reconcile differences
  - behaviour guidance programs (e.g. anger management, social skills)
  - detention
  - suspension (in extreme cases)

## Response

The Ryde East School community considers bullying behaviour to be a behaviour that is not accepted at our school. Bullying can be frightening and physically and emotionally damaging for children to experience.

The staff at Ryde East Public School promotes positive relationships that respect and accept individual difference and diversity amongst the whole school community. All staff members are committed to actively collaborating together to eliminate and resolve incidents of bullying behaviour when and if they occur.

The Department of Education and Communities (DEC) provides a policy and guidelines for handling complaints, the Complaints Handling Policy. While most complaints should be resolved informally with the relevant employee, student or community member, there are provisions for the use of formal procedures depending on the nature and seriousness of the complaint.

The DEC seeks to resolve difficulties, grievances and complaints in a prompt, impartial and just manner. Staff at Ryde East Public School will follow the procedures and guidelines recommended by the DEC, where necessary, when dealing with bullying complaints.

## Additional Information

Police Youth Liaison Officers (YLO) are responsible for delivering safety talks at schools to both the student and parent community.

There is a Police YLO at each of the Local Area Commands across NSW. The closest Police YLO for Ryde East Public School is based at Gladesville Police.

## Principal's comment

Ryde East Public School strives to make sure all the students and staff are part of an environment which provides a safe and secure place to learn and work. We endeavor to make the school community aware that our key values apply to everyone and we always should be the best we can be in dealing with others.

## School contact information

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