



BERT OLDFIELD PUBLIC SCHOOL

Anti-Bullying Policy

Incorporating the Department of Education and
Communities

‘Bullying: Preventing and Responding
to Student Bullying in Schools Policy’

and

Bert Oldfield Public School’s Anti-Bullying Plan

ANTI-BULLYING POLICY

RATIONALE:

Bert Oldfield 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.

Cyberbullying refers to bullying through information and communication technologies.

Conflict or fights between equals and single incidents are not defined as bullying.

Bullying can involve:-

- humiliation
- domination
- intimidation
- victimisation
- and all forms of harassment including that based on sex, race, disability, homosexuality or transgender

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

PREVENTING BULLYING AT BERT OLDFIELD 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

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

Bert Oldfield Public School achieves this by providing:

- opportunities for children to talk about bullying
- opportunities for children to participate in anti-bullying programs
- information sessions at staff meetings and at parent meetings
- information to parents through school newsletters

Strategies used to deal with bullying behaviours include:

- school expectation lessons, explicit teaching of appropriate behaviours, BeeBOPS lessons
- immediate action
- restorative practices
- clear communication and information
- playground strategies – “Play Pals” activities, quiet area

Students	Teachers	Parents/Caregivers
<p>Students will:</p> <p>→ refuse to be involved in any bullying situations. If they are present when bullying occurs, they will:</p> <ul style="list-style-type: none"> • report the incident immediately (see flowchart attached) • talk to their teacher • talk to their parents • seek support from their friends • leave valuable items at home • join activities • remember the bully has the problem; they are not the problem • be assertive when dealing with a bully – stand up straight, keep eye contact, and ask them to stop • tell the bully that a teacher has been told • students should walk away and go to a safe place • remind themselves that they do not deserve to be bullied and that it is okay to be upset and hurt 	<p>Members of staff will:</p> <p>→ create a stimulating and positive school environment</p> <p>→ be positive role models in action and speech</p> <p>→ be observant of signs of distress or suspected incidents of bullying</p> <p>→ promote a safe and happy playground environment by vigilantly patrolling during supervision duty</p> <p>→ arrive at assemblies and classrooms promptly</p> <p>→ be pro-active in their response to bullying situations by:-</p> <ul style="list-style-type: none"> • taking steps to help victims in a compassionate and sensitive manner • reporting incidents to appropriate members of staff as outlined in the procedures • providing students with the necessary strategies for dealing with bullying and the opportunity to practise them in a secure environment • working cooperatively with parents and the whole school community to reach a solution • teaching school expectations and the school-based anti-bullying program each year 	<p>The school requests that parents will:</p> <p>→ be positive role models in action and speech</p> <p>→ watch for signs of distress or changes in the behaviour of their child</p> <p>→ advise their child to tell a member of staff, preferably their child’s class teacher, about the incident. If the student can’t report the incident him/herself, parents should inform the school that they suspect that their child is being bullied (see attached flowchart)</p> <p>→ not encourage their child to retaliate</p> <p>→ be willing to attend interviews at the school if their child is involved in a bullying incident</p> <p>→ reinforce the view that bullying is not acceptable in any community</p>

PREVENTION

Bert Oldfield Public School will implement the following strategies to prevent incidences of bullying occurring at school:-

- A committed *Positive Behaviour for Learning* 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 school’s expectations and anti- bullying social skills lessons, and appropriate ways of preventing cyber bullying
- Implementation of a peer support program – BeeBOPS, which supports positive beliefs about ourselves and ways in which we can prevent bullying
- Utilising outside presentations such as ‘Ditto’ show
- Playground strategies which support positive play – Games club, “Play Pals”, Garden Club
- Raising awareness of ways in which bullying can be minimised
- Informing the school community about how to identify and prevent bullying, and the procedures to deal with the situation
- Everyone – staff, students, and school community being aware of their responsibilities

Responsibilities

Students	School Community	Parents/Caregivers
<p><i>Students have a responsibility to:-</i></p> <ul style="list-style-type: none"> • follow the school expectations, behave appropriately respecting differences and diversity • behave as responsible electronic citizens • follow the school anti-bullying plan • report incidences 	<p><i>The principal and teachers have a responsibility to:-</i></p> <ul style="list-style-type: none"> • implementing the policy/plan within the school • submitting a copy of the school’s Anti Bullying Plan to the school education director whenever it is reviewed • reporting to the broader school community on the effectiveness of the school’s anti- bullying plan • inform the school community of appropriate anti-bullying strategies 	<p><i>Parents have a responsibility to:-</i></p> <ul style="list-style-type: none"> • support their children to become responsible citizens and to develop responsible on-line practices • be aware of the school’s anti-bullying plan and assist their child in understanding bullying behaviours • support their child to have positive ways of responding to bullying incidences • report incidences of bullying behaviour to the school • work collaboratively with the school to resolve incidents of bullying when they occur

EARLY INTERVENTION

Bert Oldfield Public School provides a variety of programs and intervention strategies to assist those students who are identified as being 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
- Delivering specific programs, such as “Rock and Water” when there is an identified need
- Transition to high school programs conducted by the local high schools 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

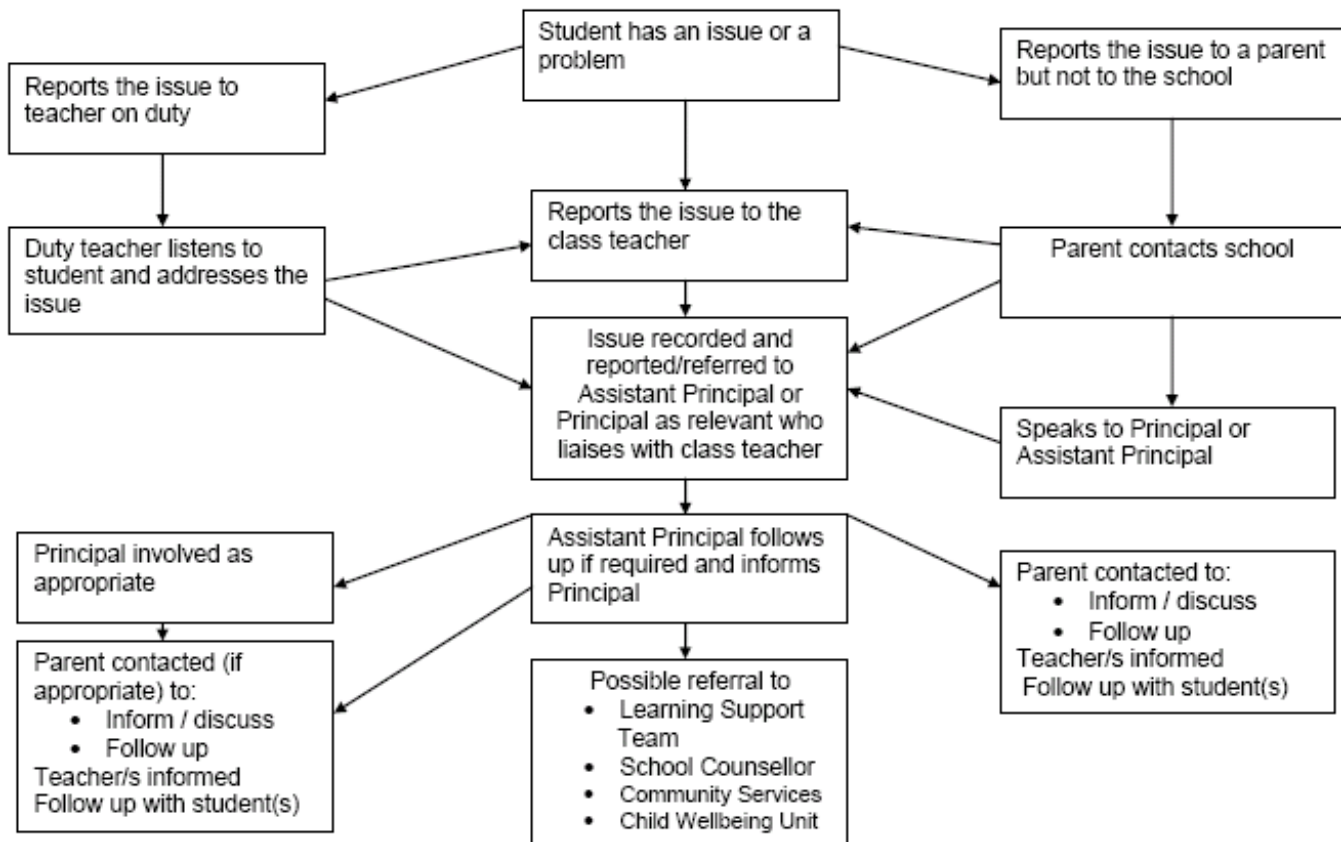
RESPONSE

The following procedures, as outlined in the flow chart on the following page, will be followed upon a bullying situation being identified:-

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

Students	Staff	Parents/Caregivers
<p>Tell a teacher immediately as well as your class teacher.</p> <p>It’s OK to tell. There is support to help you.</p>	<p>If a student reports bullying or you witness a bullying incident yourself:</p> <ul style="list-style-type: none"> • 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, advice 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 Assistant Principal or Principal. 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 	<p>It is suggested that you discuss bullying with your child. A thorough reading of this policy with your child/ren is recommended.</p> <p>If your child reports that he/she is being bullied at school, encourage him/her to follow the procedures outlined.</p> <p>When the school’s attempts to deal with reported bullying and victimisation do not appear to be working, your assistance may well be sought.</p> <p>In cases of serious bullying, you will automatically be involved.</p>

ANTI-BULLYING RESPONSE FLOWCHART



**Parents are requested NOT to approach other parents or students in relation to alleged incidents.
Please allow the school to follow the agreed procedure as outlined in the flowchart.**

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 unsuccessful

→ Talk to a peer who may help them to seek assistance from the playground duty or classroom teacher who might be able to help the student to stop it.

If this is unsuccessful

→ One of the Assistant Principals or the Principal will follow up the report which will involve:

- interviewing and recording both sides' explanations and those of any onlookers/witnesses and discussing people's rights. Each of the parties will be seen individually and later, if appropriate, together
- counselling for all sides of the bullying triangle – 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 Assistant Principal(s) or Principal.
- In accordance with the Bert Oldfield Public School Behaviour Referral System, bullying incidents may warrant inclusion in the Time Out room or suspension.

Bullying exists at all levels in our society. We know that the effects of bullying on learning and general adjustment at school 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 INFORMATION

Blacktown Police Youth Liaison Officer

Tel: 9671 9199

Kids Helpline

Tel: 1800 55 1800

www.kidshelp.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

A copy of the guidelines is also available at the school.

Date: September, 2011

Team: Lee Sibir, Assistant Principal

Sue Travers, Relieving Assistant Principal

Beth Miskelly, Relieving Assistant Principal

Milena Petronic, Classroom teacher

Joy Herlihy, Parent representative