

## Anti-bullying Plan



**Cardiff South Public School**

**Anti-Bullying Plan – 2020 Update**



# 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.

*Bullying in Schools Policy* of the New South Wales Department of Education and Communities.

Development review by staff and community April 2020. Post implementation review December 2020

## Statement of purpose

Cardiff South Public School does not tolerate bullying or harassment. Bullying is anti-social, and has no place at our school.

Cardiff South Public School is committed to providing a safe and caring environment, while encouraging respect for others. All people entering the school have a right to feel safe and free to express themselves without fear of persecution.

It is the responsibility of every member of the school community to maintain these ideas, and ensure that bullying is not accepted under any circumstance.

## Definition

Bullying can be defined as intentional, repeated behavior by an individual or group that caused

distress, hurt or undue pressure.

Bullying can take on many forms and can be allocated into the following areas:

Verbal - insults, name calling, threats etc

Social – exclusion from groups or activities

Psychological – Intimidation, dirty looks, threatening behavior, spreading rumours, hiding other's belongings.

Cyber bullying – Using a carriage service to spread malicious rumours, pictures, insults. Using technology to bully someone verbally, socially and psychologically.

## Our School Anti-Bullying Plan

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This plan outlines the processes for preventing and responding to student bullying in our school and reflects the *Bullying: Preventing and Responding to Student*

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

## Responsibilities

All members of the school community (students, parents/caregivers and teachers) have the responsibility to take positive and consistent actions to deal effectively with bullying.

Student responsibilities:

- To show respect, consideration and support of others
- To “report” if they are being bullied or if they see someone being bullied – both at school and on the way to and from school
- To attempt to use learnt strategies to deal with bullying incidents

Staff responsibilities:

- To model appropriate behaviour at all times
- To monitor and track incidences of bullying and take appropriate action as per ‘consequences of bullying’ (listed below).
- To implement school programs which promote positive relationships that incorporate strategies to deal with bullying
- To communicate bullying incidents with parents when needed

Parent responsibilities:

- To support the school’s Anti-Bullying Policy
- To take an active role in their child’s school life
- To encourage their child to adopt learnt strategies to deal with bullying
- To instruct their child to “tell” if they are bullied
- To report to the school if any bullying is suspected and not approach individual students at school about bullying

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

## Prevention

Cardiff South PS has strong programs, explicitly taught to promote social and emotional wellbeing and keep all children actively occupied in the playground and classroom. These programs allow teachers to direct vulnerable students into this learning, monitor student behaviours and correct behaviours. These programs include;

Structured play, loose parts play, computer lab, senior students helping with organised games in the infants’ playground, Rock and Water, Bucket Filling, Southy Stars rewards program, SLSOs (teacher aides) assisting on the playground, Student of the Week and Assembly Awards etc.

## Early Intervention

For new and existing students; parent/caregiver communication and enrolment notes will assist the class teacher to ascertain a student’s risk to bullying or being bullied.

In these cases, students will be monitored, directed towards the social/emotional programs offered at the school and their parents/caregivers will be communicated with regularly.

## Response

### Taking action stops bullying.

#### Student Responses

Remember Rock and Water actions

Try to stay calm. Practise keeping calm and walking away.

Try to show you are not upset. Practise this.

Look at the person. Speak in a strong voice, “I’m not interested in that rubbish!” and walk away.

Stand tall and walk away.

Go to a safe place e.g. with other children; near a teacher

Talk to someone who can help you. Tell them what has happened, how you feel and what they can do to help. This is not “dobbing”!

### **Staff Responses**

Explicitly teach Rock and Water, bucket filling, school values and other social /emotional programs.

Through newsletter and enrollment handouts, promote and encourage whole school community to recognise and respond appropriately to bullying, harassment and victimisation.

Conduct bullying surveys (students, parents, teachers) and regular evaluation.

Monitor Sentral incidence data and discuss incidences with supervisors that may lead to bullying. Schedule Planning Room visits to discuss potential problems with students.

### **Parent Responses**

#### **If your child is being bullied –**

Listen carefully to your child.

Assure your child that it is not their fault

Stay calm

Get accurate details

Give your child some strategies to cope. These include the strategies mentioned in the student responses. Practise the strategies with your child. **DO NOT ENCOURAGE YOUR CHILD TO RETALIATE.**

If your child is different in some way, help them to be proud of their differences.

If the problem persists seek assistance from the class teacher.

If the problem continues seek support from Assistant Principals and the Principal.

#### **If your child is bullying others –**

Initially you could be defensive and unbelieving. This is natural.

Find out all the facts preferably from the school. **Telephoning other parents can stir up a lot of unnecessary concern.**

Talk to your child but do not blame.

Emphasise that bullying is not acceptable in your family.

Role play alternative behaviours.

Seek assistance from school.

Be specific re consequences for continuing unacceptable behaviours.

Reward appropriate behaviour.

### **Reporting of Bullying**

Children and their parents/caregivers can report instances of bullying to any teacher, school support staff or the principal verbally or in written form. School staff are then responsible for implementing appropriate programs to manage the behaviour.

### **Teachers should:**

Take notes and enter them on Sentral Wellbeing and or Yellow forms

Bullying should be managed by the executive in conjunction with the class teacher and concerned parties.

Parents/caregivers from both sides need to be regularly informed of proceedings and plans the school will undertake to curb the behaviour.

#### **Students who are victims of bullying:**

Will have the opportunity to engage in Rock and Water training.

Friends will be enlisted to support the victim.

Messages at assembly will promote anti bullying behaviour to support the victim.

Parents and caregivers will be encouraged to approach the class teacher, keep regularly updated on their child's progress.

#### **Students who are perpetrators of bullying:**

Will undertake restorative counselling in the Planning Room.

Listen to anti bullying messages at school assembly so they know what the school believes.

Any further actions will follow the school's and departments behaviour policy.

Following DEC guidelines, consultation by the principal and director will determine if any incident is serious enough to be forwarded to the police, Child Wellbeing Unit or Community Services.

Parents/caregivers on both sides of the bullying incident have the right to a satisfactory settlement. If this does not happen they have the right to make a formal complaint. Staff should inform the principal if a complaint is being made so the correct procedures can be followed.

## Principal's comment

Enter a comment from the principal as the leader of the school team that developed the plan.

Brett Meek Principal

Rohan Carlin Assistant Principal

## School contact information

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