



Education &
Communities

Anti-bullying Plan

Horsley Park 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 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.

Horsley Park Public 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.

The Horsley Park Public School Anti-Bullying Plan was developed with input from the wider school community. All key stakeholders of the school community were invited to contribute to the policy draft through a variety of student centred peer support lessons, P&C and staff meetings.

The first draft was then presented for evaluation on the school website and social media accounts along with a hard copy version available from the office. Written feedback was then able to be given in person over a four week consultation period at the beginning of Term 3, 2016. After the consultation period the plan was finalised, published and presented at a regular P&C meeting, before formally being implemented from term 4, 2016.

In accordance to the 2019 update, Bullying of Students – Prevention and Response Policy. Horsley Park Public School Anti-Bullying Plan was updated and a 2019 plan was developed, utilising current information of school practices and consultation with staff. Horsley Park Public School, Anti Bullying plan 2019 was presented to the P&C at a regular meeting.

Statement of purpose

At Horsley Park Public School (HPPS) we value a safe and supportive environment which fosters respect and tolerance. HPPS strives to create a culture of positive and respectful relationships that, both, prevent and respond to bullying behaviour.

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This policy compliments and supports the Welfare and Discipline Policy also introduced in 2016. At HPPS students are encouraged to be 'respectful, safe, active learners' which underlines our commitment to educating the community on the importance of emphatically eradicating bullying.

Outcomes

As a result of implementing an Anti-Bullying policy we aim to achieve;

- A safe and respectful learning environment for all students.
- Horsley Park Public School staff using the plan and procedures as outlined in the Anti-bullying plan.
- Horsley Park Public School staff explicitly teaching students strategies outlined in the Anti-bullying plan.
- Horsley Park Public School students using strategies and procedures outlined in the Anti-bullying plan to respond
- Parents and caregivers recognising and supporting the Anti-bullying plan.
- A reduction in the incidence of bullying behaviours over time as the school begins to employ the strategies and procedures outlined in the Anti-bullying policy.

Protection

Bullying is repeated and deliberate verbal, physical, social and/or psychological behavior, by an individual or group, which causes harm to someone else.

Bullying is characterised by an imbalance of power and it is important to note that conflicts between equal parties or single incidents are not defined as bullying by this policy.

At Horsley Park Public School hurtful behavior is categorised as rude, mean or bullying behavior.

Rude – accidental actions that cause harm to another person

Mean – an isolated incident of deliberate behavior that causes harm to another person

For behavior to be considered **bullying** it needs to be accepted as mean behavior with a pattern of repeated incidence.

Characteristics of Bullying

Bullying behaviour typically contains seven elements:

1. An initial desire to hurt
2. This desire to hurt is acted out – some form of bullying occurs
3. This action is hurtful
4. There is an imbalance of power – the bullying behaviour is stronger and more powerful than the victim's behaviour, either physically or psychologically
5. There is provocation or justification for the behaviour
6. It is persistent and repeated
7. The person bullying derives enjoyment from hurting the victim

Bullying can manifest itself in a variety of ways, some of which are outlined below. It is important to note that is merely a range of examples of bullying behaviour and is by no means exhaustive.

Physical:

- Hitting/punching
- Pushing/shoving
- Kicking
- Throwing objects
- Taking other's belongings/stealing from others
- Damaging others belongings
- Spitting at others
- Intimidation - making someone do something they don't want to do

Verbal:

- Threatening
- Name calling/teasing
- Swearing at others
- Ridiculing (making fun of) another person because of their actions, appearance, physical characteristics or cultural backgrounds.

Indirect:

- Spreading rumours
- Excluding others
- Writing notes
- Choosing not to tell if you see another person being bullied

Cyber Bullying:

- Sending of abusive texts or emails
- Taking and sharing unflattering or private images
- Posting unkind messages or inappropriate images on social networking sites
- Excluding individuals from online chats or other communication
- Assuming the identity of the victim online and representing them in a negative manner or manner that may damage their relationship with others
- Stealing passwords
- Blogs

Strategies to Manage Bullying

At Horsley park public School we will:

- Encourage open dialogue about bullying – what it is, how it affects all of us and how we can effectively respond to it.
- Model and teach students the explicit skills to take responsibility for their own actions.
- Build the self-esteem and confidence of all students so that they are comfortable responding to bullying in an effective manner
- Respond to substantiated instances of bullying behaviour in accordance with the school's discipline and welfare policy and all relevant NSW Department of Education and Communities (DEC) policies and procedures.

Responsibilities of staff

- Understand the definition of bullying outlined in this Anti-bullying plan and educate and inform students of this understanding.
- Model and promote appropriate behaviour.
- Implement school programs and provide students with strategies on how to handle and respond to bullying behaviour.
- Promote and model the use of correct terminology around bullying – rude, mean and bullying.
- Recording incidents in the playground behaviour book or a class behaviour log so that a pattern of mean behaviour can be established.
- Create a supportive and safe environment in which students feel comfortable to communicate their feelings.

Responsibilities of students

- Communicate their feelings to another person.
- Be safe and respectful members of HPPS.
- Follow the school rules as outlined in the school welfare policy at ALL times.
- Behave as responsible bystanders.

Responsibility of parents/caregivers

- Understand and be aware of this Anti-bullying policy.
- Understand the definition of bullying outlined in this Anti-bullying plan and educate and inform students of this understanding.
- Take an active and healthy interest in their children's social interactions with others at school and at home.
- Encouraging children to accept and tolerate the differences in others
- Promote and model the use of correct terminology around bullying – rude, mean and bullying.

Prevention

In 2019, the Positive Behaviour for Learning (PBL) team and staff will be involved in leading and implementing PBL expectations across the whole school setting. Students learning and behaviour expectations will be routinely presented during assemblies and learning times to promote and enhance positive learning and behaviour attitudes.

All students and staff will be involved in a peer support program in 2019 which explicitly defines bullying behaviour and the effective response to bullying behaviour. These lessons will continue to be an integral part of the annual peer support program.

Staff at HPPS model and promote the specific vocabulary outlined in this policy for *'rude, mean and bullying behaviour'*. Mean behaviour is an indicator of the potential for bullying to develop, providing an opportunity to address the issue before it manifests in bullying behaviour.

The school discipline and welfare policy highlights the importance of PBL's core principles; being a safe, respectful and active learner at HPPS. These three core rules clearly prohibit any behaviour that causes harm to another person.

Early Intervention

Staff at HPPS are trained in the early identification of bullying behaviour through the effective response to mean behaviour. Staff undertake regular professional learning in order to remain up to date with policy changes and also strategies which can be implemented to discourage, prevent identify and respond effectively to student bully behaviour.

Students at risk of becoming ongoing victims of bullying behaviour will be identified and encouraged to develop strategies to effectively deal with that behaviour. Staff at HPPS will work closely with parents and caregivers to develop the confidence and self-esteem of these students so that they can directly and immediately report incidence of bullying behaviour to a teacher. Arrangements made with these students will be communicated to all staff through LST and communication meetings. School visits from the Police Liaison Officer (PLO) will also assist students in developing an understanding of strategies which could be implemented to effectively deal with ongoing behaviours.

HPPS will regularly communicate and provide information to the community using a variety of mediums, including: HPPS website, newsletters, sign board and social media. This regular communication will promote the positive school culture and the collaborative relationships that exists to support individual students.

Furthermore the peer support program at HPPS is designed to support students who are having difficulty adjusting to discipline and welfare expectations, variations to routine and the formation of positive peer

relationships. The program closes with a whole school art activity designed to bring students closer together and highlight the special talents of all students.

Response

Reporting bullying

Students that experience or witness mean behaviour are to report incidences to a staff member immediately. Clearly substantiated claims of mean behaviour are to be reported in the playground behaviour book or class behaviour log so that patterns of behaviour can be identified.

If a pattern of mean behaviour is identified the bullying behaviour will be addressed as outlined in the school discipline and welfare policy.

It is imperative that students understand that an assertive response to bullying behaviour can have a significant impact on the outcome of such incidents. Students will not react aggressively or anxiously to bullying, making sure to be a safe and respectful member of HPPS **at all times**.

Students will be proactive and have a variety of responses available to them. Students have a responsibility to react in an effective and constructive way to bullying behaviour. Students will need to choose the appropriate response according to the behaviour that they are subjected to

- Ignore it. Behaviour is only classed as rude, mean or bullying behaviour if it causes harm to another person. Students will be supported to develop the resilience to deal with minor behaviour that could be hurtful. This response is not appropriate for instances of physical bullying.
- Talk to the person bullying you. Standing up for yourself and assertively telling somebody to stop the behaviour can often be

the end of it. It is also very important to communicate that you do not appreciate the behaviour and would like it to stop.

- Talk openly with a trusted adult. This could be a staff member at HPPS or a parent/caregiver. They can help students to decide what to do next. It is important that the school is notified as soon as possible to effectively deal with the behaviour.
- Talk to the principal, and allow them to take the action they believe is necessary.

Responding to Reported Incidences of Bullying

When a bullying incident is reported or observed the following procedures will apply:

- Staff member will fill out a behaviour referral slip in accordance with the discipline and welfare policy.
- Children involved will speak with an Executive staff member about the incident.
- Executive member will use discretion to decide the appropriate response to the behaviour in accordance with the discipline and welfare policy.
- Staff will be informed of the incident
- Students involved will be monitored to ensure the behaviour doesn't continue.

Cyber Bullying

Students at HPPS are educated about the importance of cyber safety and encouraged to guard their personal and contact information while using the internet. Students are also encouraged to take a stand against cyber-bullying and voice their disapproval of anyone being mean to another

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person online. It is also noted that most people respond better to criticism from their peers than to disapproval from an adult.

If appropriate, basic facts will be gathered including screenshots and police may need to be contacted to make a report if students do not respond to warnings to cease instances of cyber-bullying.

Students and families will be encouraged to stop responding and if possible block and delete bullying correspondence on the internet.

Evaluating the Program

The Horsley Park Public School Anti-bullying policy will be evaluated on an ongoing basis and reviewed at least once every three years through community consultation.

Additional Information

Additional resources, information and support relating to effective anti-bullying strategies can be found at:

Bullying. No way!

www.bullyingnoway.com.au

Reach Out!

www.reachout.com.au

Bullying Among Young Children: A guide for parents by the Attorney General's Department

To get your copy call 1800 708 777

Kids Help Line

www.kidshelpline.com.au or 1800 55 1800

Principal's comment

Our school recognises that Bullying is part of society and happens in all places. As a school we will develop resilience in others and give students strategies to deal with bullying. The school will also work closely with any students who use bullying to gain power. The school's core values; cooperation, honesty, kindness, respect and responsibility clearly support a culture of support and trust and no tolerance of bullying behaviour.

Rita Raiti. Principal

Horsley Park Public School teaching staff 2019

Laura Sambono P&C President

Contact information

Horsley Park Public School

1759 The Horsley Drive

Horsley Park 2175

Phone: 9620 1301

Fax: 9620 1791

Email: horsleypk-p.school@det.nsw.edu.au

Web address: <http://www.horsleypk-p.schools.nsw.edu.au>