Anti-bullying Plan
School Name  Caringbah North 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.

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.

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

Statement of purpose

Caringbah North Public School is committed to providing a safe and caring environment which fosters respect for others and does not tolerate bullying. We are committed to providing curriculum opportunities, staff support and enhancing parent partnerships in raising student awareness of bullying behaviour and skilling students, parents and staff in appropriate responses to bullying.

Protection

Our 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. Bullying of any form or for any reason can have long-term effect on those involves including bystanders. Conflicts or fights between equals or single incidents are not defined as bullying.

Bullying can take many forms. We consider the following behaviours when repeated and targeted to be bullying:

Physical
- hitting, kicking, punching
- pushing, shoving, spitting
- making rude gestures
- taking or damaging something which belongs to someone else
- forcing others to hand over food, money or something which belongs to them
- making someone do something they don’t want to

Verbal
- name calling
- teasing
- threatening
- making fun of someone because of their appearance, physical characteristics or cultural background
- making fun of someone’s actions

Social
- excluding others from a game or group
- making inappropriate gestures

Psychological
- spreading untrue stories about others
- hiding or damaging possessions

Cyberbullying
- malicious SMS and email messages
- inappropriate use of camera phone
Responsibilities in preventing bullying behaviour

It is the individual and shared responsibilities of staff, students and parents and caregivers for preventing and responding to bullying behaviour.

Responsibilities of staff:
- respect and support students
- model and promote appropriate behaviours at all times
- respond in a timely manner to incidents of bullying as set out in this policy
- to ensure that children are supervised appropriately at all times
- report cases of bullying to the principal or stage supervisor
- have knowledge of school and departmental policies relating to bullying behaviour
- provide curriculum and pedagogy that support students to develop an understanding of bullying and its impact on individuals and the broader community.

Responsibilities of students:
- behave appropriately, respecting individual differences and diversity
- behave as responsible digital citizens
- follow the school Anti-bullying Plan
- report incidents of bullying – both at school and on the way to and from school (including cyberbullying)
- behave as responsible bystanders.

Responsibilities of parents and caregivers:
- support their children to become responsible citizens and to develop responsible on-line 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.

Prevention

At Caringbah North School we maintain a positive climate of respectful relationships where bullying is less likely to occur. We implement strategies and programs to prevent bullying and increase awareness of bullying behavior. These include:
- inform students and parents of the Student Welfare and School Discipline policy and other relevant information
- implement sequenced anti-bullying and social skills lessons in every grade level
- students, staff and parents have been trained in the Restorative Justice Processes.
- consistent use of the restorative justice processes, using respectful and inclusive language through effective questions such as;
  - What happened?
  - How did it happen?
  - How did you act in this situation?
  - Who do you think was affected?
  - How were they affected?
  - How were you affected?
  - What needs to happen to make things right?
  - If the same situation happened again how could you behave differently?
- alert students to the consequences relating to bullying behaviour.

Early Intervention

When a student at Caringbah North School is identified as being at risk of developing long-term difficulties with social relationships, or they are referred to the Learning Support Team (LST). The LST will work with the class teacher, parent and the school counselor to put in place a program or strategies to...
support the student’s needs. This program will continually be monitored with regular feedback to parents.

The LST will also support and monitor those students who are identified at, or after enrolment, as having previously experienced bullying or engaged in bullying behaviour.

To support and monitor students at risk and identify patterns of bullying behaviour, our school keeps extensive data on student behaviour. This data includes:

**Our playground board** – When an incident is reported to a teacher on the playground, it is recorded on a daily playground sheet. The incident, names of children involved and action taken is recorded. This information is regularly reviewed and patterns of bullying can be identified and action taken. If patterns arise, strategies will be put in place to deal with inappropriate behaviour.

**Better Buddy Buddies Program** – where Year 6 students support younger children in the playground with incidents they are unable to deal with.

**Learning Support Team** – When a student is reported to the LST, relevant information is recorded on a student sheet. With repeated incidents of concerning behaviour, the LST will be able to take action.

**Response**

At Caringbah North School we teach our students, through the Restorative Justice Practices and social skills lessons, the skills which will build their self-esteem and empower them to recognise and respond appropriately to bullying and behave as responsible bystanders.

**Reporting of Bullying**

Cases of bullying can be reported to any teacher or the Principal by children or their parents. Any bullying cases that are dealt with will be recorded and action taken. Where necessary a program will be put in place and evaluated.

**Responding to Reported Cases of Bullying**

When bullying is reported or observed the incident will be responded to quickly and effectively.

- Once identified, the bully, victim and witnesses are spoken with, all incidents or allegations of bullying will be fully investigated.
- Consideration as to why the bullying occurred will be investigated identifying the bigger picture or contributing factors.
- Both bully and victim are to be offered assistance and support, this may include outside school resources.
- A meeting of relevant persons will be convened following identification of on-going bullying behaviour (Principal, class teacher, parents, students, other). All issues relevant to the behaviour of the student are considered.

The LST, the class teacher and parent will work together and be responsible for planning strategies, programs and interventions for each particular incident of bullying. They will determine the necessary action that will work best to achieve an effective and positive outcome for all.

**Strategies and Programs**

To support any student who has been affected by, engaged in or witnessed bullying behaviour, our school will implement a variety of programs and strategies. These include:

- Programs that promote resilience, life skills and social skills, assertiveness, conflict resolution and communication skills.
- Restorative Justice

**School Anti-bullying Plan – NSW Department of Education and Communities**
Ensure students know and understand what behaviour is acceptable in the school. (i.e. consistent classroom/school rules displayed in the school)

- Annual Anti-Bullying Lessons to promote assertive / proactive behaviour by students.
- Anti-Bullying Performances
- Buddies
- Community awareness and input relating to anti-bullying, its characteristics and the schools’ programs and response. (e.g. weekly newsletter, parent forums)
- Peer Support
- Values Education
- Professional development for staff related to bullying and the strategies to counteract it.
- Staff supervision of set area in playground.

Management of Bullying Incidents

At Caringbah North Public School all bullying incidents will be resolved promptly and in a confidential manner. Parents will be provided with regular updates within the bounds of privacy legislation.

Where incidents involve assaults, threats, intimidations or harassment, these incidents will be referred to the police for investigation.

Where the school is concerned about the wellbeing of a child, the school will contact the Child Wellbeing Unit or Community Services.

If parents have concerns about the handling of an incident, they may refer to the Complaints Handling Policy for information about the Departmental appeal procedures found on the Departmental website. 

www.det.nsw.edu.au

Evaluation and Monitoring

The Policy was reviewed by school staff members during Term 3, 2011. The school parent body was invited to review and make submissions on the policy during Term 4, 2011. This policy is the result of this review process.

The Anti-bullying policy will have ongoing monitoring and evaluation. Staff, students and parents will be regularly reminded of this policy.

In the Annual School Report our school will report annually to the school community on the effectiveness of the Anti-bullying Plan.

School contact information

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