

# DALMENY PUBLIC SCHOOL

## Bullying: Preventing and Responding to Student Bullying in Schools Policy Update – 1<sup>st</sup> November 2022

### RATIONALE

The NSW Department of Education and Training 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. The policy applies to all student bullying behaviour, including cyberbullying, that occurs in NSW government schools and preschools, and off school premises and outside of school hours where there is a clear and close relationship between the school and the conduct of the student.

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 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.

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.

All members of the school community contribute to the preventing bullying by modelling and promoting appropriate behaviour and respectful relationships.

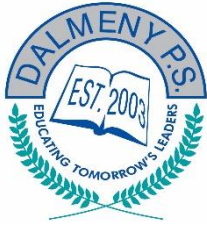
The Complaints Handling Policy establishes the standard approach to resolving complaints, including complaints about the way a reported incident of bullying has been managed and it is required that it be used in all learning and working environments of the department of education and training.

For matters involving bullying which affect departmental employees, refer to the department's Prevention of Bullying in the Workplace Policy.

### Developing an Anti-bullying Plan

Principals must ensure that the school implements an **Anti-bullying Plan** that is developed collaboratively with students, school staff, parents, caregivers, and the community. The Anti-bullying Plan includes strategies for:

- developing a shared understanding of bullying behaviour that captures all forms of bullying including cyberbullying
- developing a statement of purpose that outlines individual and shared responsibilities of students, parents, caregivers and teachers for preventing and responding to bullying behaviour
- maintaining a positive climate of respectful relationships where bullying is less likely to occur
- developing and implementing programs for bullying prevention



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## Bullying: Preventing and Responding to Student Bullying in Schools Policy Update – 1<sup>st</sup> November 2022 ANTI-BULLYING PLAN

This Dalmeny PS Anti-bullying Plan has been developed as outlined in NSW Department of Education and Training “Anti-bullying Plan for Schools” document from the Student Welfare Directorate 2007.

### **Policy Statement**

Public schools are inclusive environments where diversity is affirmed and individual differences are respected. Quality education is provided for students to meet their learning needs in a secure, ordered and supportive environment. Partnership with parents and the wider community is central to the success of this process.

Bullying is taken seriously and is not acceptable in any form. Students have the right to expect that they will spend the school day free from fear of bullying, harassment and intimidation.

Teachers, students, parents, caregivers and members of the wider school community have a responsibility to work together to address bullying.

Any inappropriate behaviour that interferes with teaching and learning at school and the wellbeing of students is unacceptable.

### **Defining Bullying Behaviour**

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 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.

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### **Statement of Purpose**

Bullying:

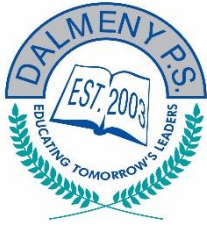
- devalues, isolates and frightens
- affects an individual's ability to achieve
- has long-term effects on those engaging in bullying behaviour, those who are the subjects of bullying behaviour and the onlookers or bystanders.

Students, teachers, parents, caregivers and members of the school community have a responsibility to:

- promote positive relationships that respect and accept individual differences and diversity within the whole school community
- contribute to the development of the Anti-bullying Plan and support it through words and actions
- actively work together to resolve incidents of bullying behaviour when they occur.

Students can expect to:

- know that their concerns will be responded to by school staff
- be provided with appropriate support (for both the subjects of and those responsible for the behaviour)
- take part in learning experiences that address key understandings and skills relating to positive relationships, safety, gender equity, discrimination, bullying and harassment. These experiences will be guided by the Personal Development/Health/Physical Education syllabus and other key learning areas.



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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.

School staff have a responsibility to:

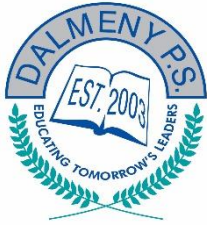
- respect and support students
- model and promote appropriate behaviour
- have knowledge of school and departmental policies relating to bullying behaviour
- respond in a timely manner to incidents of bullying according to the school's Anti-bullying Plan.
- provide curriculum and pedagogy that supports students to develop an understanding of bullying and its impact on individuals and the broader community.

Parents and caregivers have a responsibility to:

- 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.

Schools have a responsibility to:

- develop a shared understanding of bullying behaviour that captures all forms of bullying including cyberbullying
- develop a statement of purpose that outlines individual and shared responsibilities of students, parents, caregivers and teachers for preventing and responding to bullying behaviour
- maintain a positive climate of respectful relationships where bullying is less likely to occur
- develop and implement programs for bullying prevention.
- embed anti-bullying messages into each curriculum area and in every year
- develop and implement early intervention support for students who are identified by the school as being at risk of developing long-term difficulties with social relationships
- empower the whole school community to recognise and respond appropriately to bullying, harassment and victimisation and behave as responsible bystanders
- develop and publish clear procedures for reporting incidents of bullying to the school
- respond to incidents of bullying that have been reported to the school quickly and effectively
- match a planned combination of interventions to the particular incident of bullying
- provide support to any student who has been affected by, engaged in or witnessed bullying behaviour
- provide regular updates, within the bounds of privacy legislation, to parents or caregivers about the management of the incidents
- identify patterns of bullying behaviour and responding to such patterns
- contact the Child Wellbeing Unit where appropriate
- monitor and evaluate the effectiveness of the Plan



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### **Managing Bullying**

Strategies directly targeted to prevent bullying include:

- implementation of resilience/connecting lessons in all classes in Term one of each year
- implementation of anger management and conflict resolution lessons in all classes in Semester 1
- support for students targeted as having difficulty in anger management through small group and individual intervention programs
- explicitly providing students with strategies to deal with bullying and guidelines for reporting bullying behaviour
- implementation of child protection and personal development lessons in PD/Health/PE
- providing students with leadership skills through participation in the SRC and leadership training
- providing a student voice through class SRC meetings
- providing clear guidelines for appropriate student behaviour through the student welfare policy which clearly outlines school rules, expectations, consequences and recognition;
- counselling students through referrals to the Reflection Room (Restorative Practices) to resolve conflict
- supporting student needs through the Learning Support Team
- accessing community support for families where appropriate
- referring issues, as appropriate, to the Anti-Racism Officer.

### **Strategies to deal with bullying**

Bullying behaviour will be dealt with according to the Student Welfare Policy. Specifically this includes:

1. Reporting of incidents to class teachers and/or school executive
2. Investigation of allegations
3. Offering offenders an opportunity to make restitution to the victim and/or imposing appropriate consequences for bullying behaviour
4. Ensuring that amends is made to the victim
5. Providing support and self-assertion strategies to the victim
6. Reporting back to parents/caregivers of victims and offenders
7. Follow-up interviews to ensure that there is no repetition of bullying behaviour

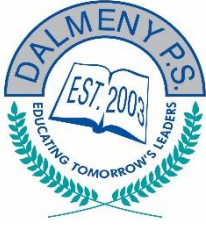
### **Contacts / Resources**

- Police Youth Liaison Officer (Liverpool) Ph: 9821 8443
- Kids Helpline Ph: 1800 55 1800
- NSW Anti-Bullying Website: <https://education.nsw.gov.au/student-wellbeing/attendance-behaviour-and-engagement/anti-bullying>
- Bullying No Way: <https://bullyingnoway.gov.au/>
- Department of Education – Anti-Bullying teaching and learning resources <https://education.nsw.gov.au/student-wellbeing/attendance-behaviour-and-engagement/anti-bullying/educators/antibullying-units-of-work>

### **Monitoring and Evaluating**

Strategies for monitoring and evaluating the plan include:

- reviewing the plan, annually at the start of the school year and making modifications where necessary; and
- collecting and analysing data based on student and/or parent surveys on the nature and extent of bullying where necessary.



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### ANTI-BULLYING INFORMATION for PARENTS

***Bullying is taken seriously and is not acceptable. Students have the right to expect that they can spend the day free from fear of bullying.***

#### What Is Bullying?

Bullying is intentional, **repeated** behaviour by an individual or group of individuals that causes distress, hurt or undue pressure. This includes cyberbullying. It involves the abuse of power in relationships and can be:

- \* verbal eg threats, teasing
- \* physical eg hitting, punching
- \* social eg alienating, excluding
- \* psychological eg malicious rumours

#### Your child may be a victim of bullying.

- \* suddenly doesn't want to come to school
- \* is suddenly unable to sleep
- \* has unexplained bruising and won't talk about it
- \* is suddenly moody
- \* frequently feels sick without apparent symptoms.

#### What can you do to help?

- Assure your child that the problem can be solved.
- Contact the class teacher, grade supervisor or senior executive.
- Communicate and co-operate with the school to solve the problem together.
- Explain that bullies usually have a problem themselves and use bullying to make them feel good.
- Explain that bullies know that what they are doing is wrong and are scared of being found out.
- Develop your child's social skills, assertiveness and personal resilience.

***If you think your child is being bullied tell someone at school***

#### What will we do?

- Assure your child that the problem can be solved and provide ongoing support.
- Consult with the grade assistant principal, classroom teacher and senior executive
- Investigate the problem.
- Treat everyone involved with fairness.

Take action that is appropriate to the particular circumstances via our Student Welfare policy and practices. This may include mediation, disciplinary action, social skills programs, counselling or parental involvement.

#### What can students do?

- Let a teacher know if they feel they are being bullied in any way.
- Use **STAND** and/or **THINK** when faced with challenging situations.

