



Education &
Communities

Anti-bullying Plan

Tempe 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.

Tempe 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 development of this plan included collaboration with representatives from the student, parent and teacher community.

Statement of purpose

The Melbourne Declaration on Educational Goals for Young Australians (December 2008) states that schools play a vital role in promoting the intellectual, physical, social, emotional, moral, spiritual and aesthetic development and wellbeing of young Australians. Young people must be equipped with the knowledge, understanding, skills and values to take advantage of opportunity and to face the challenges of this era with confidence.

Tempe Public School is committed to the Melbourne Declaration and to giving every child every opportunity within a culture of growth, performance and positive wellbeing. It engages in efficient management practices and maintains partnerships with staff, families and the community that support a creative, inclusive school within a safe, positive and productive learning culture.

The school identifies bullying behaviour as a serious threat to the sustainability of a whole school culture that engages and motivates all students to:

- achieve their best
- fully participate in learning
- nurture their self-concept and self esteem
- interact socially
- develop fulfilling friendships
- be happy
- perceive the world as a safe and supportive place

In creating a 'bully free' school culture, the school implements a Positive Behaviour for Learning (PBL) system that includes a focus on being safe and free of the threat and action of bullying including harassment and intimidation, both at and outside school and when interacting online. The PBL system teaches students to be respectful of others, to show empathy and compassion, to accept and appreciate difference, and to interact and behave with courtesy.

The PBL system also teaches resilience; encouraging students to ask a friend, teacher, parent and/or adult for help, especially in a situation of bullying. It teaches that people who witness or know about incidents of bullying are bystanders and that it is the job of a bystander to share their knowledge about incidents of bullying with a teacher, parent and/or adult.

The PBL system is about positioning students to be supportive friends and responsible learners. It is about being people who care of others and take action to support each other to do what is right. It is about being people with the courage to always do the right thing.

Protection

To protect people against bullying and keep Tempe Public School as a bully free zone, there must be a shared understanding of bullying.

Definition:

Bullying involves deliberately and repeatedly attempting to hurt, scare or exclude someone. It is a behaviour that typically causes others to feel unhappy and unsafe at school and unable to achieve their best.

When children have been bullied they may:

- not want to go to school
- not want to learn
- be unusually quiet or secretive
- not have friends
- seem over-sensitive or cry easily
- have angry outbursts

Different types of bullying include:

Verbal

Verbal bullying includes name calling, insults, teasing, intimidation, homophobic or racist remarks, or verbal abuse.

Physical

Physical bullying includes hitting, kicking, tripping, pinching and pushing or damaging property.

Social

Social bullying includes negative facial or physical gestures, menacing or contemptuous looks, encouraging others to socially exclude someone and damaging someone's social reputation or social acceptance.

Psychological

Psychological bullying includes playing nasty jokes to embarrass and humiliate, mimicking unkindly, lying and spreading rumours, malicious SMS and email messages.

Cyberbullying

Cyberbullying is bullying using digital technologies including using devices such as computers, tablets and smartphones and software such as social media, instant messaging, texts, websites and other.

Cyberbullying includes abusive or hurtful texts emails or posts, images or videos, deliberately excluding others online, nasty gossip or rumours, imitating others online or using their log-in and taking inappropriate photos of others.

Responsibilities to keep all people safe from bullying include:

Teachers have a responsibility to:

- model appropriate behaviour
- fully understand their obligations to maintain student wellbeing including protecting children from bullying

- Bullying: Preventing and Responding to Student Bullying in Schools Policy

- Protecting and Supporting Children and Young People Policy

- actively promote the Tempe Public School PBL Goals including being Responsible, Safe, and Respectful.
- explicitly teach about bullying through the implementation of a systematic K-6 PDHPE curriculum
- implement school programs that promote positive relationships and incorporate strategies to deal with bullying
- communicate incidences of bullying during the Student Wellbeing item on the agenda at the weekly Communication Meeting
- respond to incidences of bullying in an appropriate and timely manner according to the anti-bullying policy.
- provide ongoing support for students involved in ongoing bullying

The School has a responsibility to:

- take seriously any concern that has been raised about bullying

- collaboratively work with the school community to develop, improve and sustain the anti-bullying plan
- communicate the anti-bullying plan to the school community
- ensure that the wellbeing system is rigorously maintained so that it has a very high profile and deeply embedded in the whole school culture.
- monitor whole school scope and sequences to ensure that explicit teaching about bullying occurs every year
- provide ongoing training for staff to develop skills to effectively resolve bullying situations
- provide students with strategies to effectively respond to incidences of bullying behaviour, including responsibilities as bystanders
- provide parents, caregivers and students with strategies that promote appropriate behaviour, and information regarding bullying including the consequences of bullying
- communicate to parents and caregivers that they have an important role to play in resolving incidents of bullying behaviour involving their children
- follow up with appropriate action and document all complaints of bullying
- maintain a high profile complaints and feedback system to encourage people to speak up about bullying
- provide opportunities through the appropriate allocation of resources to model and develop appropriate interpersonal skills including structured play activities and classes for targeted students

Students have a responsibility to:

- to behave appropriately at all times
- follow the PBL goals

- report to a teacher incidents of bullying and/or any knowledge of bullying

Parents have a responsibility to:

- to be aware of and support the school's anti-bullying plan
- be supportive of the school as it implements the PBL goals
- communicate to the school if their child is being bullied or if they have any knowledge of incidents of bullying and/or any knowledge of bullying
- work with the school if their child has been identified as making choices that are characteristic of bullying behavior including collaboratively developing strategies to engage their child in appropriate behaviour,

Prevention

Tempe Public School implements strategies and programs for bullying prevention. These include:

- a whole school focus on Positive Behaviour for Learning.
- student-led programs such as the Student Representative Council (SRC) and buddy programs help create a community of inclusiveness and respect for the individual and reinforce a whole school culture of Respect, Responsibility and Safety.
- Programs are developed and modified regularly to ensure that the school maintains a positive climate of respectful relationships where bullying is less likely to occur.

- Clear procedures are in place for reporting to the school, child wellbeing unit or community services where appropriate.
- all members of the Tempe Public School community contribute to preventing bullying by modelling and promoting appropriate behaviour and respectful relationships.
- posters prominently displayed around the school to teach and inform PBL behaviours.
- School Merit Awards, Class Dojo Points and PBL Tiger Tokens are awarded to students to reward respectful, responsible and safe behaviours.

Early Intervention

Tempe Public School has established systems to ensure that issues regarding student wellbeing, particularly situations of bullying, are identified, effectively communicated and resolved.

These systems include:

- A weekly communication meeting with an item of student wellbeing, a time where issues about individuals and groups in relation to bullying can be discussed.
- A referral system where students are flagged with the school's Learning Support Team (LST). Identified students are discussed at a fortnightly LST meeting with a focus on targeting resources to deal with an issue, for example, establishing a social skills program for students affected by bullying behaviour or managing students who engage in bullying behaviours.
- Flexible timetabling and allocation of staff to engage students affected by bullying behaviour or engaging in bullying behaviours.

Response

Responsibilities of the school

It is the responsibility of the school community to be alert and able to recognise incidents of bullying.

Some signs that may point to a child is being bullied include:

- Unexplainable injuries
- Lost or destroyed clothing, books, electronics, or jewelry
- Frequent headaches or stomach aches, feeling sick
- Changes in eating habits, like suddenly skipping meals/ binge eating. Kids may come home from school hungry because they did not eat lunch.
- Difficulty sleeping or frequent nightmares
- Declining grades, loss of interest in schoolwork, or not wanting to go to school
- Sudden loss of friends or avoidance of social situations
- Feelings of helplessness or decreased self esteem
- Self-destructive behaviours such as running away from home, harming themselves or talking about suicide

Some signs a Child is Bullying Others

Students may be bullying others if they consistently:

- Get into physical or verbal fights
- Have friends who bully others
- Are increasingly aggressive
- Get sent to the principal's office or frequently in trouble
- Have unexplained extra money or new belongings
- Blame others for their problems
- Don't accept responsibility for their actions
- Are competitive and worry about their reputation or popularity

These signs taken from:

<http://www.stopbullying.gov/at-risk/warning-signs/#bullied>

Reporting incidents of bullying

Students are taught to use the PBL behaviours to focus their behaviour. Tempe Public School strongly supports the PBL model through a whole school approach with its Class Dojo points, Tiger Tokens, Merit Certificates and Term House Reward Events.

Being responsible, respectful, safe and good friends; facilitates being dedicated learners. Students with positive wellbeing are more likely to be happy and to have self-confidence and self-esteem. Students with positive wellbeing are more likely to be able to deal with bullying behaviour should it be directed at them and are less likely to engage in bullying behaviour.

Should students feel that they are having bullying behaviours directed at them and/or witness bullying behaviours directed at another student they are:

- o Encouraged to talk to the person engaging in the bullying behaviour to ask them to stop it
- o Directed to immediately tell a teacher and their parents about the bullying behaviour

Bullying behaviour will vary in its severity including for example, the degree of the inappropriate behaviour, the number of children involved, the effect on the child / children who have been subject to the bullying behaviour and the willingness of the child / children engaged in the bullying behaviour to make amends and focus themselves on positive behaviour.

Every situation is different.

In general the teachers at Tempe Public School take bullying very seriously. Once an incident of bullying has been reported the following things will typically happen:

- o All people involved in the reported bullying incident will be talked to establish the facts
- o Conversations with all the people involved will focus on the importance of resilience, on understanding the situation and a positive resolution that nurtures, responsibility, friendship and learning.
- o Parents will be contacted and involved in the resolution.
- o Ongoing monitoring and support for all people involved in the incident.

Upon occasion the following things may happen:

- o Targeted and/or intensive interventions such as social skills programs as part of the Positive Behaviour for Learning (PBL) which is explained in the Tempe Public School Wellbeing Policy.
- o The school counsellor working with children affected by bullying behaviour and/or students engaging in bullying behaviour.

Reporting incidents

In the event of incidents involving assaults, threats, intimidation or harassment the following people will typically be contacted:

- 1) The principal or member for the school executive
- 2) The School Safety and Response
- 3) The School Educational Director
- 4) The police

If the incident involves children, parents will be contacted. The Child Wellbeing unit and school counsellor may also be contacted.

Complaints

In keeping with Department of Education (DoE) procedure, the school strives to informally resolve complaints. There are provisions for the use of formal procedures depending on the nature and seriousness of the complaint. The school's Complaints Handling Policy details these procedures.

Additional Information

Related Links

[Cybersafety for Schools - Cybersmart
Bullying. No Way!](http://www.stopbullying.gov)

<http://www.stopbullying.gov>

[National Centre Against Bullying](http://www.whiteribbon.org.au/)

[Kids Help Line](http://www.whiteribbon.org.au/)

<http://www.whiteribbon.org.au/>

Related Information

The Department of Education (DoE) provides information on anti bullying:

<http://www.schools.nsw.edu.au/studentsupport/behaviourprograms/antibullying/>

Principal's comment

Wellbeing is the priority of a school community. Happy children who want to come to school are successful students who establish and sustain meaningful friendships, confidently participate in their learning and make appropriate academic progress.

Bullying is a loathsome and extremely harmful behaviour that can be eliminated in a school environment that has effective policies and procedures for teaching, developing and sustaining the behaviours associated with wellbeing.

No child should ever be subjected to bullying. A school must prioritise keeping all children safe from bullying and actively teach children the life-long behaviours associated with self-esteem, resilience and being empowered to identify and overcome bullying in all its forms.

As principal of Tempe Public School I am committed to a school free of bullying behaviour. I am committed to a whole school culture of wellbeing made possible by our collective commitment to the seven wellbeing goals.

All students, parents and teachers are empowered to work together to develop and maintain strategies that eliminate bullying.

This anti-bullying policy is a collaborative document, subject to ongoing review and improvement.

Please contact me if you require clarification about the school's commitment to eliminating bullying or if you need to report or support a child being bullied.

Kylie Webber
Relieving Principal

Anti-Bullying Team

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