Anti-bullying Plan

Carinya School

2018 (revision)

NSW GOVERNMENT | Education

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.

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.

Carinya School Anti-bullying Plan

Carinya School is an inclusive environment where diversity is affirmed and individual differences are respected. We are committed to the provision of opportunities for all students that promote our core values of integrity, excellence, care, respect and responsibility. Bullying in any form is not tolerated at Carinya School. Students have the right to expect that they will spend the school day free from fear of bullying, harassment and intimidation. It is the responsibility of all members of the school community to contribute to the prevention of bullying by modelling and promoting appropriate behaviour and respectful relationships.

The policy applies to all student bullying behaviour, including cyber-bullying.

This plan was developed in consultation with the school community including students, parents and staff. The plan was:

- presented to the whole staff for discussion and input
- students consulted via the SRC and leadership team for discussion and input
- the school community through email, discussions which addressed parent input at P&C and school meetings
- the plan will be put on the school's website after being ratified by the community, staff and students. However, based on consensus, amendments may occur at any time prior to the review in 2020.

Statement of purpose

At Carinya School we believe a whole school approach is essential in establishing support systems to address bullying. Students, teachers, parents, caregivers and members of the wider school community have a shared responsibility to:

- foster positive relationships that respect and accept individual differences and diversity within the whole school community

- work together to resolve incidents of bullying behaviours

- build resilience in students to prevent long-term effects for students who are bullied as well as the bully

- ensure strategies for prevention and intervention are inclusive of curriculum, playground, school structure considerations and the manner in which bullying incidents are dealt with.

This plan aims to address all forms of bullying that may occur in the school environment and to provide positive strategies for preventing, reporting and managing all forms of interactions that are not acceptable in the school environment.

Protection

Bullying is a serious and complex issue. It involves **repeated** incidents where a person is verbally, physically, socially, emotionally or psychologically harmed by an individual or group of people. Bullying involves the abuse of power in relationships and can have long term effects on those involved including bystanders. Bullying is difficult to detect as it usually happens out of sight and away from adults. Parents are usually the first to identify that a problem exists. Cyber-bullying refers to bullying through information and communication technologies.

Bullying can take many forms. Conflicts or fights between equals or one off incidents are not usually defined as bullying.

At Carinya School we believe the following repeated behaviours to be bullying:

1. **Physical**

Repeated behaviours include hitting, kicking, punching, shoving, pinching, tripping, spitting, scratching; damaging, hiding or stealing belongings; throwing objects at someone and abusive behaviours.

2. **Verbal**

Repeated behaviours include threatening others, name-calling, abusive language, making offensive remarks, taunting, teasing and put-downs.

3. **Emotional/Social/Psychological**

Repeated behaviours or **repeated** threats, including spreading rumours, writing offensive notes, gossiping about or embarrassing someone, making fun of someone, using threatening looks or gestures, excluding or threatening to exclude from groups, ignoring, excluding or alienating, hiding or damaging possessions, coercion including monetary coercion.

4. **Cyber (Online Bullying)**

Repeated behaviours include verbal and indirect social/psychological bullying through use of technology such as mobile phones, emails, blogs, websites, message services, apps, social media, etc.

Characteristics of Bullying

Bullying behaviour typically contains seven elements. These are:
- a desire to hurt
- the bullying desire is acted out - some form of bullying is perpetrated
- the action is hurtful

- there is usually an imbalance of power - the bullying behaviour is stronger or more powerful than the victim's behaviour, either physically or psychologically
- there is no justification for the action - for example, the victim has done nothing to deserve such treatment
- it is persistent and repeated
- the person bullying derives enjoyment from hurting the victim.

How students may be affected if they are bullied or witness bullying

- may feel frightened, unsafe, embarrassed, angry or unfairly treated
- work, sleep and ability to concentrate may suffer
- relationships with family, friends and staff may deteriorate
- may feel confused, helpless and not know what to do about the problem
- may not want to come to school
- may avoid or withdraw from school activities
- may self-harm or threaten to do so.

What we do to prevent bullying at Carinya School

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 staff, students, parents, caregivers and members of the wider school community.

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

Responsibilities of the school

School staff has a responsibility to:

- respect and support students
- model and promote appropriate behaviour
- have knowledge of school and departmental policies relating to bullying behaviour
- be vigilant in the classroom, on the playground and when supervising extracurricular activities for signs of bullying
- respond in a timely manner to reported 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
- Define 'upstander' and provide relevant examples of how to be supportive to those bullied.

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 and responsible upstanders* when and where they feel safe to do so
- report incidents of bullying according to the school Anti-bullying Plan.

Parents and caregivers have a responsibility to:

- report incidents of school related bullying behaviour to the school
- work collaboratively with the school to resolve incidents of bullying when they occur
- 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
- support their children to become responsible citizens and to develop and monitor responsible on-line behavior.

All members of the school community have the 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
- report all incidents of bullying to the school
- work collaboratively with the school to resolve incidents of bullying when they occur.

Prevention

Carinya School is embedding anti-bullying messages across the curriculum K-6 by:

- teaching skills and understandings that will lead to reducing and eliminating bullying behaviours through explicit teaching of the Bounce Back Program each term and through units such as Child Protection, Personal Development and Health
- explicit teaching of the school's Positive Behaviour for Learning (PBL) expectations
- Use of Restorative Practice to develop relationships and resolve bullying incidents. Better Buddies program K & 5 – older children can offer support to younger children
- Leadership training every year for students
- Social Skills lessons/activities in classes when necessary and may involve the School Counsellor
- utilising teaching resources from NSW Anti-bullying website
- Student Representative Council (SRC) which is a forum for students to voice their concerns and opinions
- Police Youth Liaison Officer Presentations
- acknowledgement and recognition of cultural festivals e.g. NAIDOC Week,

Harmony Day
- lessons on internet safety
- ICT Agreement.

Early Intervention

At Carinya School, students who are identified as being at risk of developing long term difficulties with social relationships, and those students who are identified at or after enrolment as having previously experienced bullying or engaged in bullying behaviour will be involved in one or more of the following:

- classroom management and classroom positive reinforcement program
- referral to the Learning Support Team
- School Counsellor support
- individual positive behaviour management plan and program
- regular reviews with parents/caregivers
- playground behaviour monitoring card (if appropriate)
- reflection of behaviours with the behavior support teacher
- school award systems
- workshops with police/school liaison officer regarding cyber-bullying and the legal ramifications for parents and students.

Response

The whole school community is empowered to recognise and respond appropriately to bullying, harassment and victimisation and behave as responsible bystanders.

Responding to Reported Incidence of Bullying

Students, where practicable, are to utilise the strategies taught in class- STOP, WALK, TALK. If it reaches step 3- TALK, the student, parent or witnesses shall report the incident(s) immediately to any staff member.

- **Classroom Incidents**: In the first instance the class teacher and students deal with all incidents in the classroom in line with school/class expectations. Issues are resolved in a calm manner with as much time as necessary given to hearing what each student feels and assisting all students to feel more able to cope.

- **Playground Incidents**: In the first instance the teacher on duty deals with incidents in the playground in line with school expectations. Issues are resolved in a calm manner with as much time as necessary given to hearing what each student feels and assisting all students to feel more able to cope.
- All incidents are recorded in EBS and consequences are in line with the School Discipline Procedures.

    If the bullying continues or the incident is of a violent or physical or concerning nature:
- Staff to report the incident(s) to the Executive.
- Students involved speak with Executive staff about incident(s).
- If clearly substantiated, and depending on the nature of the incident(s), the students' parents will be contacted and a warning given of the consequences for further incidences, in line with the school's Wellbeing Policy.
- If it is noted that a student is repeatedly perpetrating bullying behaviours, a behaviour support plan will be developed in consultation with parents.
- If clearly substantiated, and depending on the nature of the incident(s), the parents of the victim will be contacted.
- In the case of cyber-bullying initiated through school accounts, the student may have their DoE account blocked for a period determined by the Principal - subsequent consequences for this behaviour determined in line with the school's Student Wellbeing and Discipline Policy.
- Inform other staff of the incident.
- Monitor the behaviour of students involved.
- If the child continues to bully, make an appointment to speak to the parent/carer. Remind them of the DoE policy and school plan and ask for their cooperation in assisting the school to modify the behavior.
- Develop an intensive behaviour plan if necessary.
- If bullying behaviour does not stop, student may be suspended as per the school's Student Wellbeing and Discipline Procedures and the Department of Education Suspension Policy.
- The victims of bullying and students who demonstrated bullying behaviour will have access to School Counsellor for support if the need exists or the student and/or parent requests it.

Reporting Instances of Cyber-bullying

If students are being harassed online, they are encouraged to take the following actions immediately:

- tell a trusted adult, this can be a teacher, parent, older sibling or grandparent – someone who can help do something about it
- block the sender's messages and never reply to harassing messages
- keep a record and save any harassing messages and record the time and date that you received them
- If the bullying includes physical threats, tell the police.

Upstanders

Students who are not being bullied but are aware of others who are, are encouraged to report it, to protect those that are being bullied and so that the bully can be helped too.

Evaluation

The plan and strategies put in place will be evaluated on an ongoing basis by Student Representative Council, Learning and Support Team and school staff. It will be formally reviewed at least once every three years by staff and the P&C. Date: November 2020.

Additional Information

Contacts:
Hurstville Police Youth Liaison Officer 9375 8599
Kids Helpline 1800 55 1800
School Safety and Response Hotline 1300 363 778
Department of Community Services Helpline 133627
Life Line: 13 11 14

Principal's comment

Carinya School is an inclusive environment. The school openly celebrates diversity and individual student differences are respected and valued.

This partnership between the school, students and their families *is based on a shared commitment to provide opportunities for students to take responsibilities for their actions and to have a greater say in the nature and content of their learning. Collaboration between school staff, students and parents or carers is an important feature of discipline in government schools.*
Student Discipline in Government Schools (2006)

Committee Members

Craig Cleaver	**Principal**
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Jennifer Avelovski	**Teacher**
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