

eSmart Anti-Bullying Plan

St Ives Public School





Bullying:

Preventing and Responding to Student Bullying in Schools Policy (2018)

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.

Statement of purpose

St Ives Public School (SIPS) recognises that bullying is a complex and serious problem. It's an aggressive form of abuse of power in relationships and takes many guises including verbal, physical and cyber. We agree that bullying has the following characteristics:

- repeated negative actions
- intention to cause distress
- imbalance of power
- is directed toward a specific group or an individual
- can be conducted in person, covertly through the actions of others or through Information, Communication and Technology (ICT).

St Ives Public School aims to:

- reduce the incidence of bullying in our school
- identify and support students who are at risk of being a bully or a victim
- promote positive behaviours and responses in relationships

- program and implement an effective teaching of anti-bullying strategies
- raise community awareness of what bullying is
- track and monitor the incidence of bullying using the school behaviour management plan.

Protection

Bullying does not refer to a single event but to a pattern repeated over time. SIPS recognises that other negative behaviours are sometimes mistaken for bullying which include conflict, aggression, harassment and violence. We recognise the severity of these behaviours and address them in our behaviour management plan. They differ from bullying because they occur only once and often there is no power imbalance.

Other negative behaviours may be either deliberate or unintentional. While social rejection or isolation can be very unpleasant or hurtful it is not in itself bullying. However, if a child is made aware they are being purposely excluded, if others refuse to sit with them repeatedly and encourage others not to or if others are encouraged to isolate or exclude them it can be considered bullying.

Prevention

At St Ives Public School we work towards prevention of bullying by:

- Building a culture of school community trust so children know they will be listened to, believed and protected from bullying behaviour.
- A school community commitment to ensure that we are providing a learning environment where tolerance of others is paramount.
- Equality for all, regardless of their abilities, disabilities, race, religion, beliefs and appearances or any other differences.
- Education and promotion of our School Anti-bullying plan through our class anti-bullying program, assemblies, Student

Representative Council (SRC), fortnightly newsletter, School Stream app and website.

- Whole school eSmart program reviewed annually.
- Providing contact details for outside support groups such as school safety and response unit help line.
- Creating productive and respectful working relationships between all members of the school community.
- Adopting classroom rules, routines and processes that have been collaboratively negotiated and applying them consistently.
- Adequate supervision of students during breaks, on playground ovals, etc.
- Modeling of appropriate problem solving, non-aggressive behaviours by adults in the school.
- Active intervention when bullying occurs.
- Up-skilling of students and staff in conflict resolution strategies including peer mediation.
- Effective tracking of children involved in incidents
- **PSSA Code of Conduct and Internet Usage Agreements**

These documents are discussed, modified where needed, and signed to for individuals to acknowledge their role in providing a safe environment for others to learn, participate and achieve.

Roles and Responsibilities

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.

Students – have a responsibility to:

- behave appropriately, respecting individual differences and diversity
- to tell if they are being bullied or if they see someone else being bullied – both at school and to and from school
- behave as responsible citizens when using digital media
- follow and abide by the school anti-bullying policy.
- Handing in electronic devices to the office at the start of the day.

Parents and caregivers – have a responsibility to:

- support their children to become responsible citizens and to develop responsible behaviours
- be aware of the school anti-bullying policy and assist their children in understanding bullying behaviour
- to watch for signs that their child may be being bullied
- to speak to staff members (classroom teacher first) at SIPS if their child is being bullied or if they suspect this is happening
- to encourage their child to 'tell' if they are being bullied.

Early Intervention

As part of the PDHPE curriculum students will be encouraged to understand and value themselves and others as members of groups and exercise more control over their own lives. The curriculum outlines the required skills, values, attitudes and knowledge that develop students' communication, formation and maintenance of positive relationships and problem solving.

This will be embedded in K-6 programs across the school and will enhance the students understanding and awareness of anti-bullying strategies and problem solving techniques.

Through the St Ives Public School Learning Support Team students are monitored and recorded to identify those students at risk and those who need support in social relationships.

Response

St Ives Public School will track and monitor children involved in bullying incidents whether they are the instigator, bystander or victim in the following ways:

- For incidents on the playground and in class, teachers can enter incidents on the Sentral tracking system immediately.
- The class teacher needs to refer children involved in any way in a series of incidents to their stage Assistant Principal (AP) and to the Learning Support Team.
- The class teacher or stage AP will liaise with parents about concerns regarding their children.
- The school will refer any incidents involving assaults, threats, intimidation or harassment to the police. The school may also contact the Child Wellbeing Unit or Community Services where appropriate.

Our school will monitor the incidents of bullying behaviour and will look to see a reduction in numbers. We will also use the SRC and other pupil forums to assess the impact of our anti-bullying plan. Parent feedback will be canvassed through questionnaires. We will also review this plan on a 3 yearly cycle with all parties.

St Ives Public School reviewed this plan in 2018 and every 3 years thereafter. This Plan will be available on request.

Additional Information

The Alannah and Madeline Foundation

amf.org.au

National Centre Against Bullying

ncab.org.au

Kids' helpline – 1800 551800

kidshelp.com.au

Cybersafety help

cybersmart.gov.au/report.aspx

Australian Federal Police

afp.gov.au Report e-crimes or online behaviour that involves sexual exploitation of a child.

Bullying. No way!

bullyingnoway.com.au

Reach Out

au.reachout.com

beyondblue

beyondblue.com.au

This document was published by the Anti-Bullying Committee at St. Ives Public School in 2011.

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School contact information

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References

Sandra Craig, Education Matters Term 3 2011, 'Bullying: Not just a problem for schools'

Immanuel Public School Anti-Bullying Policy

Normanhurst West Public Anti-Bullying Policy

Caloundra City Private School Anti-Bullying Policy

Glossary

Abuse - Abuse is a repetitive pattern of behaviours to maintain power and control over another person. These are behaviors that physically harm, arouse fear, prevent a person from doing what they wish or force them to behave in ways they do not want. Abuse includes the use of physical violence, threats and intimidation and emotional abuse.

Cybersafety - Cybersafety is the safe and responsible use of Information and Communication Technologies (ICT).

Cyber-risk – Cyber-risk is not one specific risk. It is a group of risks, which differ in technology, attack vectors, means, etc. We address these risks as a group largely due to two similar characteristics: A) they all have a potential great impact B) they were all once considered improbable.

Cyberbullying - Cyberbullying is bullying that takes place using electronic technology. Electronic technology includes devices and

equipment such as cell phones, computers, and tablets as well as communication tools including social media sites, text messages, chat, and websites.

Examples of cyberbullying include mean text messages or emails, rumours sent by email or posted on social networking sites, and embarrassing pictures, videos, websites, or fake profiles.

Harassment - Harassment consists of repeated and persistent behaviours towards an individual to torment, undermine, frustrate or provoke a reaction from that person. It is a behaviour that with persistence, pressures, frightens, intimidates or incapacitates another person. Each behaviour viewed individually may seem inoffensive; it is the synergy and repetitive characteristic of the behaviours that produce harmful effects.

Offline bullying – See 'bullying' in document

Responsible digital citizen - Digital Citizenship is about the responsible use of technology. It includes issues of access, communication, etiquette, rights and responsibilities, health and well-being.

Sexting- Sexting is when sexual photos or videos are shared via mobiles or online posts. If your child has been involved in sexting, there are things you can do to help them manage the situation.