

ANTI-BULLYING PLAN

Bullying behaviour has three key features. It involves the intentional misuse of power in a relationship. It is ongoing and repeated, and it involves behaviours that can cause harm. The NSW Department of Education requires all NSW public schools to have an Anti-bullying Plan which details the strategies implemented to reduce student bullying behaviours.

Resources

The NSW anti-bullying website (see: <https://antibullying.nsw.gov.au/>) provides evidence-based resources and information for schools, parents and carers, and students. Schools are encouraged to visit the website to support whole-school prevention, early intervention and response approaches and strategies for student bullying behaviour.

Our school rejects all forms of bullying behaviours, including online (or cyber) bullying by maintaining a commitment to providing a safe, inclusive and respectful learning community that promotes student wellbeing. Executive staff are committed to establishing evidence-based approaches and strategies that promote a positive climate where bullying is less likely to occur.

1 School culture and inclusion

All members of the school community are active participants in building a welcoming school culture that values diversity and fosters positive relationships. A key component of a supportive school culture is building respectful relationships and an ethos that bullying is not accepted, in both online and offline environments. School staff will actively respond to student bullying behaviour.

Our school engages in the following practices to promote a positive school culture.

1.1 Student assemblies

Student bullying and expectations about student behaviour will be discussed and information presented to promote a positive school culture where bullying is not accepted.

Dates	Communication topics

1.2 Staff communication and professional learning

Staff will be supported with professional learning that provides evidence-based ways to encourage and teach positive social and emotional wellbeing and discourage, prevent, identify, and respond effectively to student bullying behaviour.

Dates	Communication topics and Professional learning

1.3 New and casual staff

New and casual staff will be informed about our school's approaches and strategies to prevent and respond to student bullying behaviour in the following ways.

2 Partnerships with families and community

Effective schools have high levels of parental and community involvement. This involvement is strongly related to improved student learning, attendance and behaviour. Our school proactively builds collaborative relationships with families and communities to create a shared understanding of how to support student learning, safety and wellbeing.

2.1 Website

Our school website has information to support families help their children to regulate their emotions and behaviour and develop socially. Information is provided to assist if children have been involved in bullying behaviour (as the person engaging in bullying behaviour, as the person being bullied or as the person witnessing the bullying behaviour).

The following are published on our school's website. Check the boxes that apply.

School Anti-bullying Plan

NSW Anti-bullying website

Behaviour Code for Students

2.2 Communication with parents

Our school will provide information to parents to help promote a positive school culture where bullying is not acceptable and to increase parent's understanding of how our school addresses all forms of bullying behaviour.

Dates	Communication methods and topic

3 Support for wellbeing and positive behaviours

Our school's practices support student wellbeing and positive behaviour approaches that align with our school community's needs.

Social and emotional skills related to personal safety, resilience, help-seeking and protective behaviours are explicitly taught across the curriculum in Personal Development, Health and Physical Education (PDHPE).

Examples of other ways our school will embed student wellbeing and positive behaviour approaches and strategies in practices include the following.

Completed by:

Position:

Signature:

Date:

Principal name:

Signature:

Date:

Outcomes

As a result of implementing our Anti-bullying Plan, we strive to see-

- Berkeley West Public School providing a safe place for students to learn and play;
- an increase in the number of students who report bullying behaviour;
- the incidence of bullying behaviours being reduced;
- better attendance at school;
- better performance in school work;
- Berkeley West Public School staff utilizing the plan and procedures as set out in the Anti-bullying plan;
- Berkeley West Public School students using strategies and procedures as set out in the plan and taught by staff in the classroom; and
- Parents recognising and supporting the school's Anti-bullying plan.

Protection

What is Bullying?

Bullying is defined as repeatedly hurting another person who is less powerful- either physically or psychologically. Bullying can take many forms. We consider the following behaviour to be bullying:

1. Physical:

including hitting, punching, shoving , pinching, tripping, spitting, scratching, damaging, hiding or stealing belongings or throwing objects at someone.

2. Verbal-

name-calling, making offensive remarks, taunting, teasing, put-downs

3. Indirect Social/Psychological-

spreading rumours, gossiping about or embarrassing someone, making fun of someone, using threatening looks or gestures, excluding or threatening to exclude from groups, ignoring, ostracising or alienating.

4. Cyber (Online Bullying)-

verbal and indirect social/psychological bullying through use of technology such as emails, blogs, websites etc

Characteristics of Bullying

Bullying behaviour typically contains seven elements-

1. An initial desire to hurt.
2. Bullying desire is acted out- some form of bullying is perpetrated.
3. This action is hurtful.
4. There is an imbalance of power- the bullying behaviour is stronger and more powerful than the victim's behaviour, either physically or psychologically.
5. There is no justification for the action- ie. the victim has done nothing to deserve such treatment.
6. It is persistent and repeated.
7. The person bullying derives enjoyment from hurting the victim.

Strategies We Will Use to Deal With Bullying

At Berkeley West Public School we will:

- Openly talk about bullying- what it is, how it affects us and what we can do about it.
- Teach our students the skills which build their self-esteem and empower them to take the responsibility for themselves- and give them the opportunity to practise these skills.
- Respond to substantiated instances of bullying behaviour in accordance with the school's discipline and welfare policy and all relevant NSW Department of Education policies and procedures.

Responsibilities of Staff

All staff have a responsibility to-

- model appropriate behaviours at all times;
- teach students skills and strategies to deal with bullying as per the lessons available to staff (available online via link on BWPS Quicklinks' site);
- deal with all reported and observed incidences of bullying as set out in this plan and the school's discipline policy;
- ensure that students are supervised at all times;
- report incidences of bullying to the Assistant Principals or Principal consistent with school welfare reporting procedures; and
- create a culture where it is acceptable and encouraged to report incidents-("Awareness breaks the cycle of violence").

Responsibilities of Students

All students have a responsibility to-

- be assertive- Tell the "bully" that they don't like the behaviour, how it makes them feel and that how they must tell a teacher about it if the person continues;
- see a teacher or ask to see the Principal if the perpetrator/s do continue;
- "Tell" if they are being bullied or if they see someone else being bullied- both at school or on the way to and from school- ("Awareness breaks the cycle of violence");
- report any cyber-bullying to their teacher or Principal (do not delete any emails or make note of any websites);
- ask to see the Principal directly to report incidences of bullying if the teacher is busy with other playground issues, or if they would prefer to do so;
- help someone who is being bullied; and
- not bully others.

Responsibilities of Parents/Caregivers

All parents/caregivers have a responsibility to-

- watch for signs their child may be being bullied;
- speak with someone on the staff at Berkeley West Public School if they suspect their child is being bullied; and
- instruct their children to "tell" if they are bullied ("Awareness breaks the cycle of violence")

Prevention

Staff at BWPS use the anti-bullying resource containing lessons and strategies contained in the online anti-bullying resource located via the link on the BWPS 'Quicklinks' website. Lesson plans, strategies and associated resources have been sourced from the 'Bullying No Way' website and the DoE student wellbeing intranet to educate students on ways they can protect themselves and others from bullying behaviours. Resources are evidence-based and lessons are explicitly taught and adapted so that all students can be involved in learning key concepts.

Not only do lessons provide students with effective strategies to deal with bullying behaviour, those who may possibly witness bullying behaviour, "bystanders", are educated on what they can do to help possible victims of bullying behaviour.

In relation to cyber-bullying, students and the community are also educated through newsletter snippets and articles that they can:

- **Guard their contact information i.e.** Only give your mobile phone number, instant messaging name or e-mail address to trusted friends, and keep a note of who you've given it to. Consider using caller ID blocking to hide your phone number when making calls. Similarly, don't leave your name on your voicemail. Don't give your details to people you don't know – or don't want to know!
- **Take a stand against cyber-bullying i.e.** Speak out whenever you see someone being mean to another person online. Most people respond better to criticism from their peers than to disapproval from adults.

At least once a year, the Principal will hold an Anti-bullying information session for parents at Kindergarten Orientation outlining not only the school's Anti-bullying Plan, but strategies they can employ to help prevent their child from becoming a possible victim of bullying.

The Anti-bullying Plan – Berkeley West PS- revised March 2022

This Anti-bullying Plan will be made available for viewing and reference on the BWPS website.

Early Intervention

Those students who are at risk of being ongoing victims of bullying type behaviour, will be encouraged to report directly and immediately to a member of staff that they themselves have nominated when they feel either threatened or intimidated. Their parents will also be informed of this arrangement so that they too can reinforce this strategy with their child. These early intervention arrangements for students at risk will be communicated to all teaching staff.

Response

Reporting Bullying

Incidences of bullying can be reported immediately to any teacher, Assistant Principals or the Principal by students and their parents. Any bullying incidences reported will be investigated and recorded by the Assistant Principals. Consequences for the perpetrators of clearly substantiated bullying behaviour will also be imposed as outlined in the school's discipline policy and if necessary, suspension procedures.

Responding to Reported Incidences of Bullying

When a bullying incident is reported or observed the following procedures will apply:

- Children involved speak with Assistant Principal/Principal about the incident.
- If clearly substantiated, and depending on the nature of the incident, the student responsible for bullying is counselled regarding the incident and explicitly reminded of the acceptable behaviours and values of the school discipline code and is warned of the consequences for further incidences.

- 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 discipline procedures.
- Inform other staff of the incident.
- Monitor the behaviour of the children involved.
- If aggression is repeated, student will receive time for further reflection (time out of the playground during lunch periods)
- If the child continues to bully, or a single incident is of a serious/dangerous nature, the Assistant Principals will make an appointment to speak to the parent/carer. Remind them of the policy and ask for their cooperation in resolving their child's behaviour. If necessary a behaviour management plan will be developed in consultation with parents/carers.
- If bullying behaviour does not stop, student may be suspended as per the school discipline procedures.
- Victims of bullying will have access to school counsellor support if the need exists or the student so requests it. School executive, offer any students who are the victims of bullying an opportunity to nominate a trusted staff member to whom the student can confidently and immediately report to if bullying behaviour is repeated

Reporting Instances of Cyber-bullying

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

- **Tell an adult you trust.** This can be a teacher, parent, older sibling or grandparent – someone who can help you to do something about it.
- **Leave the area or stop the activity.** People who bully get their kicks from knowing they've upset their target. Don't let them know they've

upset you, and you've taken away half their "fun". Easier said than done when it's face-to-face, but if it's on your mobile or the Internet — easy!

- **Block the sender's messages.** If you are being bullied through e-mail or instant messaging, block the sender's messages. Never reply to harassing messages.
- **Keep a record.** Save any harassing messages and record the time and date that you received them.
- **Advise your Service Provider.** Most service providers have appropriate use policies that restrict users from harassing others. They can respond to reports of cyber-bullying over their networks, or help you track down the appropriate service provider to respond to.
- **Report to police.** If the bullying includes physical threats, tell the police. Some people think that they can get away with it because they believe it is anonymous. They are wrong. Most can be traced and it's a criminal offence to use a mobile phone or any form of communication to menace or harass or offend another person.

Evaluating the Program

The plan and strategies put in place will be evaluated on an ongoing basis and will be formally reviewed at least once every three years by:

- noting if there has been a reduction in reported or observed incidences of bullying;
- noting if there has been a change in the ethos of our school. ie. a culture within the school which makes it safe to "tell"- without fear of reprisals; and

- speaking to parents who have reported incidences to find out if the problem has been resolved.

Additional Information

Additional information, resources and support relating to effective anti-bullying strategies can be found at-

NSW anti-bullying website

<https://antibullying.nsw.gov.au>

Bullying. No way!

www.bullyingnoway.com.au

Kids Help Line

www.kidshelpline.com.au

Reach Out!

www.reachout.com.au

Principal's comment

Berkeley West Public School strives to provide a quality education for all students targeting their educational and social needs in an environment free from violence, harassment and bullying. In response, this plan has been developed and revised in consultation with staff, students and parents of the Berkeley West Public School community.

We look forward to empowering ourselves and others to better address bullying type behaviours and reduce its otherwise negative impact on victims. Thankyou to all who actively contributed to the development of this plan and its ongoing evaluation and review.

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