



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.

Gerringong 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.

School staff, together with members of the school community have collaborated to ensure that this plan is reflective of the specific needs of the Gerringong Public School. The school has sought consultation through the P&C, surveys and feedback from all stakeholders.

Statement of purpose

Gerringong Public School believes that all students have the right to learn in a safe and happy environment. Our overarching purpose is to create a school culture in which our School Core Values, Tolerance, Commitment, Responsibility, Perseverance and Respect are firmly embedded. We believe that by doing so we will develop positive relationships where bullying is less likely to occur. We aim to be a school where children are free to learn, play and express themselves without fear of ridicule, intimidation or violence. The school encourages effective communication strategies whilst working together as a school community to change bullying behaviours if they exist. The Gerringong Public School community has made a commitment to address bullying in our school in a supportive and consistent manner. We will do this by educating victims, bystanders and those who may bully with a range of strategies and interventions.

Protection

Definition of Bullying:

Bullying can be defined as intentional, repeated behaviour by an individual or group of individuals that causes distress, hurt or undue pressure.

Bullying involves the abuse of power in relationships.

Bullying can involve all forms of harassment (including sex, race, disability, homosexuality or transgender), humiliation, domination, intimidation and victimisation of others.

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 and/or social networking sites

To reduce bullying there must be:

Strong commitment from staff, students and parents

The development of social skills and cooperation amongst students.

Staff role models in both word and action

Active implementation of School Discipline and Welfare Policy

Prevention

Gerringong Public School will:

Gather information about bullying behaviours through surveys, class meetings, parent interviews, teacher observation, student reports and our behavior system.

Analyse and use information to support identified bullies and victims.

Use the current Behavioural Management System to:

Protect and support victims

Assist bullies to change their bullying behaviours

Keep adequate records

Use a range of teaching and learning strategies designed to reduce bullying behaviours. For example:

- teaching social skills and cooperative learning skills
- promoting our School Values and social sensitivity
- explicitly teaching school rules and how the behavioural management system works
- including regular articles re bullying in the weekly newsletter
- teaching / monitoring playground games
- raising staff awareness and knowledge of “Procedures for Resolving Complaints about Discrimination Against Students” and ‘restitution’ training
- promoting a school culture that values cooperation, learning and participation within classes and through , stage and whole school assemblies, buddy classes, school events and visiting presenters and performances

School Anti-bullying Plan – NSW Department of Education and Communities

Response

At Gerringong Public School we measure success of our Anti-Bullying program through:

- information gathered through surveys, observation and reporting
- feedback from students, staff and parents
- reports of bullying and other incidents through the playground book
- general school ethos and behavior of our students

The school has a responsibility to provide support to families in relation to the reporting of serious incidents and will work with police if required.

The school, as mandatory reporters, has a responsibility to contact the Child Wellbeing Unit or Community Services if deemed appropriate.

Details details of appeal procedures and information about the Complaints Handling Policy are available on the DEC website

This Anti-bullying plan is available on the school website.

At Gerringong Public School we will review the Anti-bullying plan annually. This anti-bullying plan is a part of Gerringong’s Student Welfare Policy.

Additional Information -There are a range of services available to support children and families. Some are listed below:

Kids Helpline 1800 551 800, Bullying No Way website www.bullyingnoway.gov.au

School contact information- Gerringong Public School

12 Archibald Rd Gerringong Ph: (02) 42341376 Fax: (02) 42342799

Email: gerringong-p.school@det.nsw.edu.au

Web: www.gerringong-p.schools.nsw.edu.au

