



Education &  
Communities

# Anti-bullying Plan

Laggan 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.**

**The Anti-Bullying Plan – NSW Department of Education and Communities**

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.

Laggan Public School works with the school P&C and community on developing and updating our policies. An annual review of our Anti Bullying Policy is presented to the P&C for discussion. The plan has been implemented from Term 2 2012.

## Statement of purpose

Laggan Public School is committed to providing a safe a caring environment that is respectful of others and does not tolerate bullying. We provide quality social skills and welfare programs that develop students skills in resilience and understanding of bullying and it's effects. Our school discipline policy is designed to ensure that bullying is dealt with quickly and effectively, in consultation with parents and staff members.

## 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:

- verbal: the child is called names, put down, threatened, humiliated, dominated, intimidated, victimised or harassed based on gender, race, disability etc;
- physical: hitting/punching, pushing/shoving, kicking, throwing objects, belongings are stolen or damaged, spitting, intimidation making someone do something against their will; (Conflicts or

fight between equals or single incidents are not defined as bullying.)

- social: the child is left out, ignored or rumours are spread;
- psychological: the child is stalked or given dirty looks; or
- cyberbullying: sending negative messages about a person or persons via email, phone, internet etc

Explain what is considered by the school community to be bullying behaviour, how that behaviour is viewed by the school and what the school will do about it.

### 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.

### What we do about bullying

- teach students skills to build confidence, resilience and self-esteem and model these in our school community
- talk to students about what bullying looks and feels like and encourage them to report all forms of bullying
- respond to substantiated occurrences of bullying in accordance with our school discipline policy and NSW Department of Education and Communities guidelines.

## Responsibilities of Staff

All staff have a responsibility to-

- model appropriate behaviours at all times;
- teach students the skills and strategies to deal with bullying as per the lessons distributed to staff
- 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 Principal consistent with school welfare reporting procedures
- create a culture where it is acceptable and encouraged to report incidents

## 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
- report any cyber-bullying to their teacher or Principal
- 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 if they suspect their child is being bullied
- instruct their children to "tell" a teacher or the principal if they are bullied
- model positive behaviour when dealing with bullying

## Prevention

All students at Laggan Public School are taught lessons in social skills and bullying as part of our Personal Health and Development lessons each term. The school also uses the Cybersmart website and resources to educate students on safe use of the internet and how to be responsible cyber citizens. These programs teach students skills in building their own confidence and self-esteem as well as strategies to deal with bullying if it occurs. They are also taught the effects of bullying and the danger it can pose to another person's well-being.

The Anti-Bullying plan and the school's Discipline Policy will be discussed at P&C meetings and be available to parents.

## 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 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 students will also be given



strategies for dealing with bullying behaviour and be helped in the playground or classroom if they have difficulty in social situations. 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 or the Principal by students and their parents. Any bullying incidences reported will be investigated and recorded by the Principal and followed up as soon as possible. In the absence of the Principal incidents will be investigated and followed up by another teacher who will report to the Principal on any action taken.

Consequences 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 a teacher or the Principal about the incident.
- If clearly substantiated, and depending on the nature of the incident, the student responsible for bullying is removed from the playground and given a warning
- If it is noted that a student is repeatedly displaying bullying behaviours, a behaviour management plan will be developed for him/her in consultation with his/her parents to hopefully modify behaviour and reduce risk to other students.
- In the case of cyber-bullying initiated through school accounts, the student may have their DET account blocked for a period determined by the Principal
- Staff will be informed of the incident and any consequences and plans put in place

- Monitor the behaviour of the children involved.
- If aggression is repeated students will be removed from the playground for an extended period
- If the child continues to bully, make an appointment to speak to the parent/carer. Remind them of the policy and ask for their cooperation in stopping the child from bullying other students. Develop a behaviour management plan if necessary.
- If bullying behaviour does not stop, student may be suspended as per the school discipline policy. Contact may be made with the police if the behaviour warrants it.
- Victims of bullying will have access to school counsellor support if the need exists or the student or family requests it.

Support will be given to victims in developing strategies for dealing with bullies.

### *Consequences of Bullying may include*

- Principal is informed
- Parents may be contacted
- removal from the playground
- losing privileges such as technology time
- apologise for behaviour
- suspension
- behaviour management plan

### Evaluating the Program

Our Anti Bullying Plan will be reviewed and assessed every three years in consultation with the school community. This plan is due for review in

Term 2, 2018

## Additional Information

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

Bullying. No way!  
[www.bullyingnoway.com.au](http://www.bullyingnoway.com.au)

Kids Help Line  
[www.kidshelpline.com.au](http://www.kidshelpline.com.au)

Reach Out!  
[www.reachout.com.au](http://www.reachout.com.au)

*Bullying Among Young Children: A guide for parents* by the Australian Attorney General's Department. To get your copy, call 1800 708 777.

## Principal's comment

At Laggan Public School we are committed to providing our students and school community with a safe environment that deals with bullying effectively. We aim to teach students to be respectful and responsible citizens and to recognize the effects and consequences of their actions, whether negative or positive. We strive to work with our community to revise and build our plan as need arise to meet the needs of our changing community. I aim to develop the skills of my staff in teaching quality and meaningful programs that address bullying and developing student social skills across all grades.

Laura Grace – Principal

Wendy Lyons -

Relieving Principal

Term 4 2017-Term 1

2018

## School contact information

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