Anti-bullying Plan
Revesby South 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.

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 and was developed by members of the Student Engagement and Attainment Committee at SSPS with consultation from School Club and P & C.

Statement of purpose

Students attend school to participate in quality education that will help them to become self-directed, lifelong learners who can create a positive future for themselves and the wider community.

Students learn best in environments in which they feel safe. Bullying devalues, isolates and frightens people so that they no longer believe in their ability to achieve. They have long-term effects on the perpetrators, their targets and the onlookers.

Every student has the right to expect that he or she will spend the day – both in and out of the classroom – free from bullying and intimidation. This plan is designed to meet the expectations of good discipline where there will be no violence, discrimination, harassment, bullying or intimidation by abiding by our school rules and expectations. These are:

RULES
- Be Safe
- Be Respectful
- Be an Active Learner

RSPS aims to:
- reinforce within the school community what bullying is and that it is unacceptable behaviour.
- reduce the amount of bullying that occurs at RSPS.
- assist students to resolve conflicts and differences without bullying.

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

- encourage all members of the school community to be alert to signs and evidence of bullying, to have a responsibility to report it to teachers, parents and/ or peers.
- ensure that all reported incidents of bulling are followed up appropriately and that support is given to victims and the bullies.
- seek parental and peer group support and co-operation at all times.
- educate students, teachers and parents in anti-bullying actions.
- foster a happy school climate where students feel safe and confident that teachers will listen and follow through concerns.
- reinforce safe internet usage and understand what cyber bullying is and its negative impact on individuals.

Protection

Bullying is an “attack” which causes distress not only at the time, but also by the threat of future attacks. It usually involves an imbalance of power.

Bullying behaviour may consist of:
- overconfident manner
- consistent appropriation of best equipment
- unsolicited critical remark
- passing notes
- aggressive body language
- physical violence such as pushing, punching, shoving and tripping
- verbal or written abuse such as name-calling, mimicking, spreading rumours, sarcasm and ridiculing for correct or conscientious behaviour.
- body language such as standover tactics, pulling faces, “evil eye” looks and gestures
- hiding, stealing or damaging property
- ignoring/excluding
Consequences

As a consequence of bullying, a range of options are available depending on the students and the nature of the situation. Reports of bullying will be carefully investigated and any disciplinary action will be in accordance with the RSPS Student Welfare and Discipline Policy. Some of these may be: counselling, restitution (making amends), detention, exclusion from events or some other logical consequence.

Parents of the students involved will be contacted about serious or repeated bullying incidents. Parents may also be contacted in regard to lesser bullying episodes.

Repeated bullying may lead to suspension from the school.

Responsibilities of Teachers and Parents

Teachers, parents and the community can be positive role models such as modelling positive, inclusive, respectful behaviour in the classroom, playground and at home.

Teachers and parents are in a very effective position to assist students deal with incidents of bullying by challenging them when they occur.

There are observable behaviours in the classroom which may indicate that bullying is going on. A process the teacher could follow if bullying is reported is:

- listen carefully to the 'target student', and if the incident is minor, offer advice.
- record incident on Detention Register (database) if necessary. If it is not minor, talk to the perpetrator immediately. For serious repeated bullying, refer the matter to a member of the Executive.
- discussions may take place with the perpetrator and the target student by a teacher or member of the Executive.
- follow up with student to check on the situation.
- refer the perpetrator or the target student to the Learning Support Team or School Counsellor if there appears to be a need for counselling or skill development.

The following suggestions are made to parents through print materials and at parent information meetings.

- Take an active interest in your child’s social life and in what is happening at school.
- Encourage your child to bring friends home and to accept and tolerate differences in others
- Build your child’s self-confidence by recognising and affirming his/her positive qualities and by valuing him/her for who he/she is.
- Discuss with your child the school’s expectations about behavior, the ways to respond if their rights are infringed and keep access to technology in a public part of the house so content and use can be monitored.

Prevention

Some of RSPS specific school programs include:

- Positive Behaviour and its Supports
- Peer Support
- Social Skills Programs
- Child Protection
- Student Welfare Policy and Practices

Early Intervention

- Students are to be encouraged to report bullying incidents involving themselves or others.
- Teachers to regularly remind students to report incidents.
- Parents are encouraged to contact the school if they become aware of a problem.
- Students are recognised for positive behaviours.
- Teachers use school discipline system if an incident of bullying occurs. Students may be entered into data base for tracking
- Executive are alerted to serious or ongoing incidents of bullying.
Response

What a student can do if you witness bullying or racism

- Help someone who is being bullied. Remember that nobody deserves to be bullied.
- If possible, show the bully that you and your friends strongly disapprove of bullying and racism.
- Say things like “cut it out” or “leave him/her alone”.
- Offer support and friendship to students who are bullied. Encourage the person being bullied to seek help from teachers or parents.
- Seek help. Report the incident to your teacher or another adult you can trust.

What parents can do if they suspect bullying or racism has occurred at school

Watch for signs of distress in your child. Some of the following may indicate bullying:

- not wanting to go to school
- persistent headaches or feeling sick
- missing equipment
- wanting extra money
- damaged clothing or property
- bruises or cuts or other injuries
- becoming withdrawn
- losing self-confidence
- lack of interest in social events
- lower academic performance

If you are worried that your child is being bullied, ask him/her directly. Reassure your child that you will help them sort out the problem. If your child feels she/he can’t tell anyone at school you should inform the school immediately that your child is being bullied. Do not encourage your child to fight or back answer. Be willing to attend an interview at school if necessary. Be willing to tell the school of any cases of suspected bullying even if your own child is not directly affected. Support the school, by telling your child that bullying is not acceptable anywhere, at any time.

Students who have engaged in serious acts of bullying involving assaults, threats, intimidation or harassment may require the involvement of the police, Child Wellbeing Unit or Community Services where appropriate.

Additional Information

Snr Constable Danny McManus - Police Youth Liaison Officer (YLO) 9646 8692
Kids Helpline – 1800 55 1800

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School contact information

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