



GRAFTON PUBLIC SCHOOL



ANTI-BULLYING POLICY and PROCEDURES (W&S)

RATIONALE

Public schools are inclusive environments, where diversity is affirmed and individual differences are respected. Schools exist in a society where intimidation and harassment occur. Bullying must be taken seriously and is not acceptable in any form. Students have the right to expect that they will spend the school day free from the fear of bullying, harassment and intimidation.

Bullying:

- devalues, isolates and frightens
- affects an individual's ability to achieve
- has long-term effects on those engaging in bullying behaviour, those who are the subjects of bullying behaviour and the onlookers or bystanders.

Teachers, students, parents, caregivers and members of the wider community have a responsibility to work together to address bullying.

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 and intimidation 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.

ROLES AND RESPONSIBILITIES

Students, teachers, parents, caregivers and members of the wider school community have a responsibility to:

- promote positive relationships that respect and accept individual differences and diversity within the whole school community
- contribute to the development of the Anti-bullying Plan and support it through words and actions
- actively work together to resolve incidents of bullying behaviour when they occur
- build resilience in students to deal with difficult or challenging situations.

Students can expect to:

- know that their concerns will be responded to by school staff
- be provided with appropriate support (for both the subjects of and those responsible for the behaviour)
- take part in learning experiences that address key understandings and skills relating to positive relationships, safety, gender equity, discrimination, bullying and harassment. These experiences will be guided by the Personal Development, Health and Physical Education syllabuses and other Key Learning Areas.

Students have a responsibility to:

- behave appropriately, respecting individual differences and diversity
- follow the school Anti-bullying Plan
- respond to incidents of bullying according to the school Anti-bullying Plan.

Parents and caregivers have a responsibility to:

- support their children in all aspects of their learning
- 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
- support all students of the school to deal effectively with bullying through the strategies of the Anti-bullying Plan.

Teachers have a responsibility to:

- respect and support students in all aspects of their learning
- model appropriate behaviour
- respond in an appropriate and timely manner to incidents of bullying according to the school Anti-bullying Plan.

The Principal and Deputy Principal have a responsibility to:

- lead the development, implementation and evaluation of the Anti-bullying Plan
- ensure the plan is readily accessible to all members of the school community.

PROCEDURES AND PLANS

<p>Identifying bullying</p>	<p>By students:</p> <ul style="list-style-type: none"> • Understand the definition of bullying as intentional, repeated behaviour by an individual or group of individuals that causes distress, hurt or undue pressure. It is not an isolated incident. • Learn about bullying by participating in learning experiences in class, at assemblies etc. • Be assertive in saying “Stop it, I don’t like it, go away” to anyone who demonstrates behaviours that are hurtful, offensive or insulting. <p>By parent and caregivers</p> <ul style="list-style-type: none"> • Be aware of all forms of bullying by reading information in this policy and newsletters. • Assist their children in understanding bullying behaviour. <p>By teachers</p> <ul style="list-style-type: none"> • Teach students key understandings and skills relating to positive relationships, safety, gender equity, discrimination, bullying and harassment. These experiences will be guided by the Personal Development, Health and Physical Education syllabuses and other Key Learning Areas. • Be aware of all forms of bullying. • Be alert and observant for acts of bullying in class, playground etc. <p>By Principal and Deputy Principal</p> <ul style="list-style-type: none"> • Inform students, teachers, parents and caregivers about strategies to be assertive in preventing bullying, and to identify and report bullying.
<p>Reporting</p>	<p>By students</p> <ul style="list-style-type: none"> • Report acts of bullying (towards themselves or others) to class teacher or duty teacher, Deputy Principal or Principal. <p>By parents and caregivers</p> <ul style="list-style-type: none"> • Notify a teacher, DP or Principal of acts of bullying that were reported or witnessed. <p>By teachers</p> <ul style="list-style-type: none"> • Notify the DP or Principal of acts of bullying that were reported or witnessed.

<p>Intervening</p>	<p>By students</p> <ul style="list-style-type: none"> • Students who have bullied other students will be dealt with according to the <i>GPS Achievement and Behaviour Policy</i>. The matter is investigated allowing each child involved to tell their story with the gathering of all pertinent background information. Child development theories will also be used in making the determination. Students who have been identified as bullying are provided with the opportunity to respond to the allegations. • Students who have been bullied will be provided with support and reminded of appropriate strategies to protect themselves from bullying. Referral to the School Counsellor will be made if deemed appropriate. Reassurance is given with regard to the student's self-esteem as well as that the matter will be followed up. <p>By parents and caregivers</p> <ul style="list-style-type: none"> • Parents of students who have bullied will be informed according to the <i>GPS Achievement and Behaviour Policy</i>. <p>By teachers and other school staff</p> <ul style="list-style-type: none"> • Implement the <i>GPS Achievement and Behaviour Policy</i> in response to bullying. • Regularly discuss with teachers, at Communication Meetings and Learning Support Team Meetings, any student/s of concern, and plans to prevent and deal with particular instances of bullying. <p>Review</p> <p>By the school: If neither party raises further matters within a reasonable time, it will be assumed that the matter is resolved.</p>
<p>Accessing help and support</p>	<p>By students</p> <ul style="list-style-type: none"> • Access support of parents, teachers, Deputy Principal, Principal or School Counsellor. Speak up about concerns, as with protective behaviours. <p>By parents and caregivers</p> <ul style="list-style-type: none"> • Access support by making an appointment to speak with the teacher, Deputy Principal, Principal or School Counsellor.
<p>Communicating Departmental appeal procedures</p>	<p>For students</p> <ul style="list-style-type: none"> • See below <p>For parents and caregivers</p> <ul style="list-style-type: none"> • If a student is suspended, parents are able to appeal the decision as per DET <i>Suspension and Expulsion of School Students - Procedures</i> which is provided to parents with letter notifying of suspension. • Parents can report suggestions, complaints and allegations to the Principal. These will be dealt with according to DET Policy: <i>Responding To Suggestions, Complaints And Allegations</i> PD/2002/0051/V001
<p>Professional learning</p>	<p>For teachers and other school staff</p> <ul style="list-style-type: none"> • Staff will be made aware of current policies and procedures relating to Bullying. Staff Meetings, Communication Meetings and Learning Support Team Meetings will be used for this purpose on a needs basis. New staff will be provided with access to school policies. • New resources from DET will be made available to staff.

REFERENCES

Grafton PS *Achievement and Behaviour Policy* W02
 DET *Suspension And Expulsion Of School Students – Procedures* PD/2002/0014/V002
 DET *Anti-Bullying Plan For Schools* PD/2004/0050/V001
 DET *Responding To Suggestions, Complaints And Allegations* PD/2002/0051/V001

Document Details

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