Anti-bullying Plan

Regentville 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.

Bullying behaviour can be:

- verbal eg name calling, teasing, abuse, put downs, 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.

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 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.

Regentville Public School’s Anti-bullying Plan forms part of the school’s focus on positive student wellbeing. Our school Student Wellbeing Priority Team continues to develop strategies to ensure our students are positive engaged learners. The Anti-bullying Plan is regularly shared with the wider school community as part of communication in newsletters, parent meetings and workshops. Copies of this policy are made available to new enrolments and can be accessed on the school’s webpage. Regular review of this policy is built into the school’s management plan.

Statement of purpose

Regentville Public School seeks to provide a positive culture where bullying is not accepted, and where all are entitled to have respect from others, and the right to learn and teach in a safe, secure environment.

At Regentville Public School all allegations of bullying are taken seriously. It is the responsibility of the school to ensure that the processes outlined in this policy are adhered to.

Detailed records are kept on the student welfare database of all incidents and alleged incidents of bullying.

Protection

Bullying is a form of harassment. It is the repeated physical, verbal or indirect (social or psychological) abuse of an individual or group by another individual or group. Bullying can take the form of in-person or cyber harassment.

The Regentville Public School Community considers the following behaviours to be bullying:

**Physical**: Hitting, pushing, kicking, spitting, shoving; Forcing others to hand over money, food or belongings; Making someone do something they don’t want to do.

**Verbal**: name calling, teasing, insults, put-downs, threatening; Making fun of someone because of their appearance, physicality, cultural background or beliefs; Making fun of others’ actions.

**Indirect (social and psychological, cyber)**: Excluding others from an activity or group; Spreading untrue stories or rumours about others personally or electronically; Making inappropriate gestures; Taking, hiding or damaging the belongings or others; Sending nasty emails or text messages; Inappropriately using websites, social media or camera phones.

Bullying can occur between students, between adults, or between adults and students.

Bullying behaviour is not accepted at Regentville Public School. Students, parents, caregivers and staff have a shared responsibility in preventing and responding to bullying behaviour.

It is the right of all community members to learn and teach in a safe and secure environment.

It is the responsibility of all community members to report bullying behaviours and not accept these behaviours in others.
Regentville Public School maintains a positive climate of respectful relationships where bullying is less likely to occur by:

- Promoting our PEL goal of Regentville students as “Safe Respectful Learners”,
- Teaching students the strategy “No, Go, Tell” to deal with any issues in the classroom or playground,
- Consistently promoting the “Regentville Incentive Program” of Blue, Silver, and Gold awards and Honour Board across the school, with celebration of award winners in newsletters,
- Celebration of students and community achievements in fortnightly newsletters as “Star Performers”,
- “Caught you being good” cards and weekly prize.

Prevention
Reinforcement of positive behaviours will be an on-going part of class, stage and whole-school programs through assemblies, newsletters and class programs.

An explicit Anti-bullying Program will be taught in all grades as part of the school’s student wellbeing and personal development plans.

Cyber-bullying will also be regularly addressed as part of the schools RFF Technology program. Cybersmart presentations to staff and students will be part of prevention strategies.

Clear guidelines and processes are in place to ensure that bullying of all kinds is reported by students, staff and/or parents.

Early Intervention
Early intervention strategies and programs will include the following:

- On-going monitoring by class teachers, Learning Support Team and the Student Wellbeing Team of students who have experienced bullying.
- Identification of at risk students by class teachers for inclusion in the “Mr Scary” Program run by the school counsellor.
- Participation of at-risk students in “Panthers on the Prowl” program.
- Ongoing monitoring of students who have engaged in bullying behaviours through the school’s “Behaviour Information Forms” registering incidents in the playground and classroom.
- Targeted intervention to support students in developing positive ways of engaging in the playground with their peers.
- Development of safe and fair resolution strategies bearing in mind that many bullies have also been the victims of bullying.

Response
Intervention in a clear and consistent manner reinforces that bullying behaviour is deemed by the Regentville community to be unacceptable. The reporting of incidents is actively encouraged so that measures can be taken to stop these behaviours. All reports will be taken seriously and handled in a sensitive manner. Each report will be investigated, followed up and recorded on the school data base.

Students will be encouraged to report bullying behaviours of themselves or others to a trusted teacher, peer and/or parents. Such reports will be referred to class teachers, stage supervisors, and executive team members.

When a report of bullying has been made the following steps will be taken:

- Investigating teachers will interview the alleged victim/s. This involves fact-finding, building their awareness of their rights and responsibilities, reassuring them and determining the result desired for the situation.
- Investigating teachers will interview the alleged perpetrator/s. This involves a calm discussion of the situation as one that needs a
resolution. They will be encouraged to talk about their involvement, building their awareness of their rights and responsibilities.

- Victim/s and perpetrator/s will be brought together to discuss the situations and hear each other’s point of view with the teacher acting as mediator.
- An action plan will be developed, and arrangements made for the plan to be monitored by supervising teachers and executive.

This process aims to be positive and restorative rather than punitive. The intention is that interviews and follow up will take place in a timely manner.

If bullying persists or reoccurs consequences will ensue, in line with the Regentville Incentive Program and parents/caregivers will be contacted. Parents/caregivers are also encouraged to be part of the process by reporting bullying incidents to the school.

At times reporting to other agencies may be necessary. Such reporting will take place at the discretion of the Principal or their representative in accordance with Child Protection guidelines.

Such agencies may include:

- Police
- Child Wellbeing Unit
- Complaints handling bodies

Regentville Public School’s Anti-bullying Plan will be promoted and publicised through class programs, assemblies, newsletters and on the school’s website.

The school’s Student Wellbeing Team will monitor and evaluate the effectiveness of its Anti-bullying Plan at least annually, with feedback from all staff members sought at stage meetings.

The effectiveness of Regentville Public School’s Anti-bullying Plan will be reported on annually to the school community through the school newsletter and reviewed at least every three years as part of the school’s tri-annual review and planning cycle.

**Additional Resources:**

**Departmental**

Student Welfare, Good Discipline and Effective Learning support document
Anti Racism Policy
Child Protection Policy
Aboriginal Education Policy
Girls and Boys at school: Gender Equity Strategy 1996-2001

**General**

Police Youth Liaison Officer (YLO)
School Liaison Police officer (SLP)
Kids Helpline
Alana and Madeleine Foundation
CyberSmart
E-smart, Alana and Madeleine Foundation

_I am Jack_ by Suzanne Gervay
_Ily_ by Julia Webber

**Principal’s comment**

At Regentville Public School we are committed to supporting all students in a safe and positive learning environment. We continue to work, in collaboration with our students and wider school community, to develop strategies to support children in dealing with bullying. We value the cooperation of our parents in reporting any issues or concerns they may have to the school so that we can assist our students. It is our aim that every child is able to be a positive, engaged learner in an environment that promotes safe, respectful citizens.
This plan was created in consultation with the following team members:

- Cath Simpson, Assistant Principal
- Karen Maraga Principal
- David Bamford Deputy Principal
- Natalie Bland, Assistant Principal
- Staff of Regentville Public School

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