Sherwood Grange Public School

Anti-bullying Plan

This policy/plan has been formulated in line with –

Bullying: Preventing and Responding to Student Bullying in Schools Policy PD/2010/0415V01
Values in NSW Public Schools
Core Rules in NSW Public Schools
SGPS School Values
SGPS School Rules
SGPS Discipline and Behaviour Management Policy

Context:

Sherwood Grange Public School 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.

This policy applies to all student bullying behaviour, including cyberbullying on and off school premises and outside of school hours where there is a clear and close relationship between the school and the conduct of the student.

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. All members of the school community contribute to the prevention of bullying by modelling and promoting appropriate behaviour and respectful relationships.

Definition:

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. Cyberbullying 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.

Reviewed 2012
Roles:

Parents and caregivers are expected to:
- support their children to become responsible citizens and to develop responsible online behaviour.
- be aware of our school Anti-bullying Plan and assist their children in understanding bullying behaviour.
- support their children in developing appropriate responses to incidents of bullying consistent with our school Anti-bullying Plan.
- report incidents of school-related bullying behaviour to the school as soon as possible.
- work collaboratively with the school to resolve incidents of bullying when they occur.

School staff are expected 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.
- provide curriculum and teaching programs that support students to develop an understanding of bullying and its impact on individuals and the broader community.

Students are expected to:
- behave appropriately, respecting individual differences and diversity.
- follow our School Rules and display our School Values.
- behave as responsible digital citizens.
- follow our school Anti-bullying Plan.
- behave as responsible bystanders.
- report incidents of bullying as soon as possible according to our school Anti-bullying Plan.

All members of the school community are expected to:
- model and promote positive relationships that respect and accept individual differences and diversity within the school community.
- support our school Anti-bullying Plan through words and actions.
- work collaboratively with the school to resolve incidents of bullying when they occur.

Strategies to Prevent Bullying include:
- Developing a shared understanding of bullying behaviour that captures all forms of bullying including cyberbullying (see definition above).
- Outlining individual and shared responsibilities of students, parents, caregivers and teachers for preventing and responding to bullying behaviour.
- Maintaining a positive climate of respectful relationships where bullying is less likely to occur. This includes the promotion of our School Rules; modelling of our School Values; systems of formal acknowledgement for positive behaviour and work habits; ownership of behaviour and consequences for inappropriate behaviour.
- The development and implementation of teaching programs for bullying prevention. This involves the teaching of systematic and explicit lessons in classrooms.
- Embedding anti-bullying messages across curriculum areas and into everyday school life.
- Developing and implementing support for: students who are identified by the school as being at risk of developing long-term difficulties with social relationships; those students who are identified at or after enrolment as having previously experienced bullying or engaged in bullying behaviour; any student who has been affected by, engaged in or witnessed bullying behaviour.
- The development of procedures for reporting incidents of bullying.
- The development of procedures for responding to incidents of bullying.
- Identifying and responding to patterns of bullying behaviour; and monitoring and evaluating the effectiveness of our Anti-Bullying Plan.

**Procedures for Reporting and Investigating Bullying:**

- If a student is being bullied or has been bullied he/she should speak with a teacher.
- If a student has witnessed someone being bullied he/she should report this to a teacher.
- If parents suspect that their child is experiencing bullying they should as soon as possible speak with the classroom teacher or the Assistant Principal who supervises their child’s stage.

- Reports of suspected bullying will be investigated.

- If it is determined that the reported behaviour was a **one off incident** or **conflict between equals** then our Student Discipline and Behaviour Management Policy will be followed.

- If it is **suspected that bullying has occurred:**
  - The Assistant Principal of the Stage will speak with all children involved to clarify what has been happening.
  - Every child spoken to will have the right to be heard.
  - Children will be expected to own their behaviour and accept the consequences of their actions.

- If it is **determined that bullying has been occurring:**
  - The Assistant Principal will notify the Principal.
  - Support will be offered to the ‘target’ of the bullying. This may include checking in regularly with a teacher, an Assistant Principal or the Principal to ensure that all is well; on-going mentoring; and access to the School Counsellor.
  - Consequences for ‘bullying behaviour’ will be determined in line with our Student Discipline and Behaviour Management Policy. Consequences could include withdrawal from the playground; withdrawal from activities such as excursions; and suspension from school. The behaviour will be recorded on the student’s ‘Behaviour Monitoring Sheet’. Follow up could include meeting with the School Counsellor; and referral for behavioural intervention or emotional support.
  - Consequences for any inappropriate behaviour by ‘bystanders’ will be determined in line with our Student Discipline and Behaviour Management Policy. Consequences could include withdrawal from the playground; withdrawal from activities such as excursions; and suspension from school. The behaviour will be recorded on the student’s ‘Behaviour Monitoring Sheet’. Follow up could include meeting with the School Counsellor; and referral for behavioural intervention or emotional support and guidance.
  - Guidance; support; direction; mentoring; and where needed formal counselling; will be provided for all individuals involved. Every situation is unique, but in all cases any action taken will be aligned to school policies and procedures. The emotional, social and academic well-being of all students will be at the core of all decisions made.

Reviewed 2012