



Education &
Communities

Anti-bullying Plan

Dubbo 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, 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 2017

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.

Dubbo Public School adopts the Positive Behaviour for Learning (PBL) framework to maintain a positive school climate. Our Anti-Bullying program is developed collaboratively with students, school staff, parents, caregivers and the community. Dubbo Public School's Anti-Bullying program incorporates:

- DEC policy,
- Evaluation, review and modification of key ideas from Peer Support Australia Anti-Bullying unit 'Speaking Up', 'KidsMatter' Australian Primary Schools Mental Health Initiative, Bounce Back, Safe & Happy Schools.

Statement of Purpose

Dubbo Public School rejects all forms of bullying. All students and staff have the right to be treated fairly and with dignity in an environment free from disruption, intimidation, harassment, victimisation and discrimination.

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

Protection

Our Shared Understanding of 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. 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.

Bullying can happen anywhere: at school, travelling to and from school, in sporting teams, between neighbours or in the workplace.

Bullying behaviour can be:

- verbal e.g. name calling, teasing, abuse, putdowns, sarcasm, insults, threats
- physical e.g. hitting, punching, kicking, scratching, tripping, spitting
- social e.g. ignoring, excluding, ostracising, alienating, making inappropriate gestures
- psychological e.g. spreading rumours, dirty looks, hiding or damaging possessions, malicious SMS and email messages, inappropriate use of camera phones.

Conflict or fights between equals and single incidents are not defined as bullying.

Bullying behaviour is not:

- children not getting along well
- a situation of mutual conflict
- single episodes of nastiness or random acts of aggression or intimidation.

DPS has defined strategies to prevent and deal with bullying.

Prevention

Developing and implementing the following framework, programs and strategies to prevent bullying:

- Positive Behaviour Learning (PBL) framework.
- Peer Support, Kinder Buddy & Bounce Back programs.
- Safe and Happy School anti-bullying lessons that identify the bullying triangle and empowers the whole school community to recognise and respond appropriately to bullying, harassment and victimisation and behave as responsible bystanders.
- Cyber bullying lessons during computer lessons for stage 2 and 3 students.
- All students who are identified as having previously experienced bullying or engaged in bullying behaviour are discussed and monitored through pastoral care at staff muster each week.
- Incidents of bullying reported to the school and staff are responded to quickly and effectively.
- Bullying incidents are referred to the most appropriate avenue to be dealt with. This includes playground duty teacher, planning room, class teacher, member of executive staff and principal.
- Ongoing support is provided to any student who has been affected by or engaged in bullying behaviour. The Learning Support team, executive staff and principal decide on the most appropriate supportive measure for each individual case.
- Maintain a positive climate of respectful relationships.
- Embedding anti-bullying messages into classroom management.
- We support students who are identified by the school as being at risk of developing long-term difficulties with social relationships. These students are identified and discussed at Wellbeing meetings held each fortnight. This team makes referrals as needed to the School Counsellor.
- Provide regular updates, within the bounds of privacy legislation, to parents or caregivers about the management of incidents their child.
- Identify patterns of bullying behaviour and responding to such patterns through PBL and Wellbeing meetings.
- Monitoring and evaluating the effectiveness of the Dubbo Public School Anti-Bullying Plan biennially and reporting to the school community on the effectiveness of the plan.

Early Intervention

- Build and maintain a positive school climate of respectful relationships where bullying is less likely to occur.
- The explicit teaching and modeling of values in PBL lessons and weekly assemblies.
- Develop and implement programs for bullying prevention. These include: Peer Support, Kinder Buddies, Bounce Back and Positive Behaviour for Learning.
- Stage 2 and 3 complete the Buddies program about Cyber bullying as part of computer lessons.
- Referral to learning Support team.
- School Counsellor Referral.

Response

- How we teach our community to recognise and respond to bullying, harassment and victimisation and to behave as responsible bystanders.
- Educate the school community through newsletter, website and P and C meetings.
- Develop a common language for discussing bullying (PBL: Safe, Respectful, Learners. Happy and Safe Schools: 1/ Turn, Talk and Tell and 2/ Bullying Triangle).

Procedures for reporting incidents

The procedure for reporting incidents of bullying vary depending on the where it occurs and between whom.

Under the care of the classroom teacher:

- Teacher gathers information from bystanders and those involved in the incident and deals with in the first instance.
- Incident is dealt with under the Positive Behaviour for Learning guidelines outlining consequences for minor and major behaviour.
- Teacher documents incident on Sentral data system.
- Where required a note is sent home or phone call made to the victim and/or the bully's parents/carers detailing the offence and the consequence.
- When three separate infringements occur a behaviour notification slip is given to the principal. Information noted on the Sentral data system.
- The principal contacts the parents by phone and follows with written notification which may include loss of privilege, warning suspension letter, and suspension. Information documented on the Sentral data system.

Under the care of playground teacher:

- Teacher gathers information from bystanders and those involved in the incident and deals with in the first instance.
- Incident is dealt with under the Positive Behaviour for Learning guidelines outlining consequences for minor and major behaviour.
- Teacher documents incident on planning room behaviour referral form and the Sentral data system.
- Where required a note is sent home to the bully's parents/carers detailing the offence and the consequence. Documented on the Sentral data system.

- In consultation with the reporting teacher and/or planning room teacher, the principal determines who will contact the victim's parents/carers to discuss the incident.
- Executive and class teachers are made aware of serious offences immediately with details of the incident the principal or executive member notifies parents by phone and follows up with written notification which may include loss of privilege, warning suspension letter, and/or suspension. Documented on Sentral data system.

Under the care of the principal:

Reports of bullying, victimisation and harassment by staff or parents against other staff are reported to the executive and principal, who will determine the course of action.

Under the care of the School Education Director:

Reports of bullying, victimisation and harassment by principal against other staff or parents are reported to the stage leader who will determine the course of action.

Complaints Handling Procedures:

https://www.det.nsw.edu.au/policies/general_man/complaints/resp_sugg/April2011_Complaints%20Handling%20Policy%20guidelines.pdf

The strategies the school will use to identify patterns of bullying behaviour:

- School Sentral data, Wellbeing meetings and the Community input.

The Anti-bullying Plan will be made widely available to the school community by:

- Posting the plan on the school website and placing copies in the school office for parents.

The processes the school will use to monitor and evaluate the effectiveness of the Anti-bullying Plan.

- Review programs annually at the end of the year and adjust accordingly.
- School data.

The school will report annually to the school community on the effectiveness of the Anti-bullying Plan by:

- Collating school data, analysing the data, making informed decisions about the data and then responding accordingly.
- Presenting evaluated data to school staff and making decisions about the data.
- Report/evaluation of anti-bullying programs in annual school report.

The school will review the Anti-Bullying Policy every 3 years and present the reviewed policy with the school community by taking it to the P & C for review, then posting the plan on the school website and placing copies in the school office for parents not connected to the internet.

Additional Information

- **Police School Liaison Officer**
143 Brisbane Street, Dubbo NSW 2830
Ph: 02 6883 1599 Fax: 02 6883 1611
- paic1mar@police.nsw.gov.au www.police.nsw.gov.au
- Kids HelpLine 1800 55 1800
- **The Student Welfare Policy (NSW DEC 1996)**
https://www.det.nsw.edu.au/policies/student_serv/student_welfare/stude_welf/pd02_52_student_welfare.pdf
- www.bullyingnoway.com.au
- www.det.nsw.edu.au/antibullying
- **The Code of Conduct:** Clarifies the standards of behaviour that are expected of DET staff in the performance of their duties. It

gives guidance in areas where staff need to make personal and ethical decisions.

Principal's Comment

We are committed to building a safe, positive, productive and harmonious environment. Through the framework of Positive Behaviour for Learning we explicitly teach positive behaviours and set clear expectations to all our students and school community. We have implemented programs for bullying prevention that include: Peer Support, Kinder Buddies, Bounce Back and Positive Behaviour for Learning to ensure our school environment is safe and supportive for all our students.

Plan reviewed and updated in 2017.

School Contact Information

Dubbo Public School

181 Darling Street, Dubbo 2830

Ph: (02) 6882 2399 **Fax:** 6884 3308

Email: dubbo-p.school@det.nsw.edu.au

Web: <http://www.dubbo-p.schools.nsw.edu.au/>