ANTI-BULLYING PROCEDURES

The students, staff and parents at Brighton-Le-Sands Public School do not accept, and will not tolerate any form of bullying.

We believe that every person has the right to feel safe. Any person who bullies another is denying them that right. The school will not tolerate any action that undermines a person’s right to feel safe.

We will support any person who is bullied, or who has witnessed any form of bullying.

We will assist any person who demonstrates any type of bullying behaviour to develop positive relationship skills to enable them to interact more appropriately with others.

Our Definition

‘Bullying behaviours are about an imbalance of power where there is deliberate intent to cause harm or distress. Bullying behaviour can be verbal, physical, social or psychological (including offensive messages through the use of SMS, email and material posted on the internet, known as “cyber bullying”, or inappropriate use of cameras). These behaviours impact on the lives of the person/people being bullied, those doing the bullying and those looking on. Bullying incidents are repeated behaviour, targeting a person or group.’

There are numerous definitions developed to describe bullying. For the purpose of this policy the school has adopted the definition developed by the NSW Department of Education and Training and the NSW Teachers Federation.

What do we aim to achieve?

1. To eliminate bullying type behaviour from Brighton-Le-Sands Primary School.
2. To support those who experience bullying.
3. To provide a safe, purposeful and productive learning environment for all members of the school community.
4. To equip students with skills to deal with bullying behaviour that will support them throughout their life.
5. To create an informed community that works co-operatively to assist children in dealing with bullying behaviour.

We believe students will:

- Better understand and recognise all forms of bullying,
- More readily inform teachers of any forms of bullying and receive assistance,
- Demonstrate conflict resolution and problem solving skills,
- Feel safe and secure,
- Demonstrate an ethos of respect and concern, which is evident in their willingness to assist the person experiencing bullying behaviour.
We believe staff will:
- Better understand bullying behaviours and feel more confident in their methods of intervention,
- Feel supported by systems adopted across the school to eliminate bullying,
- Identify and teach, aspects of curricula that support anti-bullying behaviour,
- Work confidentially with parents and students to provide support and to resolve bullying situations.

We believe parents will:
- Better understand and identify bullying and feel more confident in supporting their children and the school,
- More readily inform the school of bullying incidents,
- Understand the processes employed by the school to eliminate bullying,
- Fund, where necessary, the purchase of essential resources. Such requests will be made through the P&C,
- Model appropriate behaviour and strategies.

The school will communicate its policy on anti-bullying in the following ways:
- Each family will receive a copy of this procedure,
- Each staff member will receive a copy of the procedure,
- Information such as posters, procedures, etc will be clearly displayed in all rooms,
- Information re anti-bullying will be provided via the school newsletter.
- Providing parents with information of bullying incidents that happen at the school involving their child. As stated in the BRIGHTON-LE-SANDS PUBLIC Student Welfare Policy.

Strategies to support the person demonstrating bullying behaviour:

Brighton-Le-Sands Public School student, staff and community will endeavour to work together to assist the person doing the bullying to modify their behaviour. Bullying behaviours may be reduced through the efforts of the whole school community, with each group contributing as follows:

Students
- Student bystanders report bullying incidents,
- Students will report incidents of bullying, including cyber bully's
- Older students model for and act as mentors to younger students who display bullying behaviours,
- Children who bully will accept responsibility for their actions and accept the consequences as outlined within our school’s Code of Conduct.
- Peer Mediators to assist students in the playground.

Staff
Brighton-Le-Sands Public School Staff will aim to
- Develop an understanding of the causes of bullying behaviours,
- Teach students strategies to manage their behaviour e.g. through anti-bullying programs, role plays, etc,
- Arrange a support person to counsel students, striving to change their behaviour,
- Raise all students' awareness of the different forms of bullying,
- Include safe usage and behaviours when using internet within lessons,
- Raise students awareness of the legal ramifications of cyber bullying,
- Keep the Learning Support Team informed so they can monitor student behaviour,
- Maintain appropriate records and inform parents of programs to assist their child,
- Allocate an anti-discrimination officer and an anti-racism officer.
Parents/Caregivers

- Communicate with the relevant school personnel in dealing with the issue in the following order;
  - Class teacher
  - Assistant Principal
  - Deputy Principal
  - The Principal
- Work with the school in seeking a permanent solution to the issue,
- Seek help from outside agencies if necessary e.g. Community Health.

Supporting the person being bullied

Brighton-Le-Sands Public School acknowledges the effect that bullying has on the victims and will provide them with appropriate support. The teachers will respond with empathy and sympathy towards the student being bullied and assurances will be given that reporting incidents will be followed up and dealt with according to school policy. The staff will help the student being bullied understand that reporting is not dobbing and the teacher will monitor the situation. The school will encourage the student to develop a network of friends and will provide extra support while at school.

Students may participate in role play situations in order to develop skill in conflict resolution. Suggested reading lists will be made known. Teachers will teach specific strategies to be used by those who are the subject of bullying to try to diffuse and eliminate such situations. The school will inform the parents or caregivers so support can also be given at home.

Welfare and Discipline Procedure

Bullying behaviour will be dealt with under the school’s Welfare and Discipline Procedure. A student found bullying another student either individually or in a group will be placed on a Behaviour Modification Program. In extreme circumstances such as violent bullying the student or students may be suspended.

Curriculum and Teaching

Brighton-Le-Sands Public School will work to reduce bullying behaviours through the use of positive teaching strategies and the provision of resources.

School staff will model positive behaviours. Teaching strategies such as the implementation of social skills programs and using group work, across the curriculum, will encourage the development of cooperative skills. Students displaying positive behaviours will be recognized through the use of the whole school award system and individual classroom rewards programs.

Teachers will program anti bullying related lessons on a regular basis and will address incidents, as they arise, through personal development strategies. The PD/PE & Health syllabus has established outcomes that particularly relate to skills in dealing with bullying.

Classroom programs will be supported by school “anti bullying” resources.

Strategies to create maintain and update these procedures:

- Procedures will be reviewed every 2 years,
- Procedures will be reviewed to fit with:
  - Current DET policy,
  - Current practice in the school,
Current level of understanding of staff and families of the school,

- The staff and P&C can review, amend, edit and finalise these procedures,

**Note:**
These procedures operate in conjunction with the following policies from the NSW Department of Education and Training,
- The Student Welfare Policy 1996,
- Student Discipline in Government Schools Policy 2006,
- Suspension and Expulsion of school students 2007,
- Anti Racism Policy 2005

This document was reviewed and updated by the Brighton-Le-Sands School Community –

This document ratified by the P & C and Staff –

**REVIEW DATE:** T4 2013