



Education &  
Communities

# Anti-bullying Plan

Stratford Primary 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

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.

This plan has been developed in consultation with staff and parents. Our plan has been ratified by the P & C committee. It has been advertised as available for viewing in our school newsletter and made available on our website:

[stratford-p.school@det.nsw.edu.au](mailto:stratford-p.school@det.nsw.edu.au)

## Statement of purpose

The purpose of this Anti-Bullying Plan is to ensure that the rights and responsibilities of the whole school community are protected. It establishes guidelines for aspects of behaviour and outlines the importance of all participants- students, staff, parents, caregivers and members of the wider school community- in ensuring that our school is a safe and happy learning environment. This Anti-Bullying Policy seeks to promote the development of positive self esteem, self discipline and strategies to proactively deal with issues of harassment, intimidation and bullying.

## Protection

### 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 subject of bullying behaviour and the onlookers or bystanders.

### Bullying Behaviour can be:

- Verbal - name calling, teasing, abuse, putdowns, sarcasm, insults and threats.
- Physical - hitting, punching, kicking, scratching, tripping and spitting.
- Social - ignoring, excluding, ostracising, alienating and making inappropriate gestures.
- Psychological - spreading rumours, dirty looks, hiding or damaging possessions, malicious SMS and email messages, inappropriate use of camera phones and social network sites.



## Bullying Behaviour

- 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.

The Stratford School Community feels that 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 fear of bullying, harassment and intimidation.

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

## Expectations of staff, students and parents

- Students are expected to play safely; report all bullying incidents; co-operate with other students and staff.
- Staff are expected to encourage co-operative behaviour through co-operative learning techniques; be vigilant and proactive on playground duty; respond to all students' concerns and complaints; assist with the identification of students who are using bullying behaviour; be positive role models for all students; and be aware of the DET discrimination policies.

- Parents are asked to discuss the policy with their child; encourage co-operative behaviour in the children; discourage retaliation of any kind; encourage independence in their children; and report any incidents of harassment.

## Prevention

### Whole school and classroom strategies

- Effective School Welfare Policy.
- K-6 social skills program.
- Bullying awareness lessons at the start of each school year across all school years and revisited regularly.
- Co-operative learning techniques within the classroom across all Key Learning Areas.
- Teaching of appropriate playground activities.
- Provide of opportunities to raise bullying incidents through regular bullying audits.
- Traffic Lights Behaviour System for K-6

**Green Light** – Warning 1 (Stop and Think)

**Orange Light**- Warning 2 (Child may choose to move away from the situation)

**Red Light** – Thinking time (time out of play at lunchtime to think about their behaviour)

## Early Intervention

### Whole school and classroom strategies

Early intervention is a proactive stance taken by our school to prevent bullying from occurring for individuals who are deemed to be at most risk.

- Maintenance of records detailing students' behaviour.
- Active identification of students as being at risk of developing long term difficulties with social relationships, including those that have previously experienced bullying or engaged in bullying behaviour.
- Intervention programs such as language development, play skills, social skills, resilience building and assertiveness training as appropriate to each individual case. Counsellor advice may be sought to determine the most appropriate intervention and possible delivery of some of these programmes.

## Response

### 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 their school Anti-bullying Plan.

### Parents and carers 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.

### Schools have a responsibility to:

- Develop an Anti-bullying Plan through consultation with parents, caregivers, students and the community, which clearly identifies both the behaviours that are unacceptable and the strategies for dealing with bullying in the classroom and playground.
- Inform students, parents, caregivers and the community about the School Discipline Code and Anti-bullying Plan.
- Provide students with strategies to respond positively to incidents of bullying behaviour, including responsibilities as bystanders or observers.
- Provide parents, caregivers and students with clear information on strategies that promote appropriate behaviour, and the consequences for inappropriate behaviour.
- Communicate to parents and caregivers that they have an important role to play in resolving incidents of bullying behaviour involving their children.
- Follow up complaints of bullying, harassment and intimidation.

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.

## Procedures

- Teachers/Principal deal with the situation as soon as possible. Interviews are to be conducted and observations taken if appropriate.
- Procedures for dealing with bullying behaviour are part of the wider Discipline and Suspension Policies. Acts of violence are not tolerated and may result in a suspension from school. If a student persists in displaying inappropriate behaviour school based intervention programs are implemented. This may include counselling or being placed on a social skills program.
- Victims and perpetrators of bullying are provided with counselling and appropriate strategies to reduce the likelihood of any further incidents of bullying.
- Reported incidents of bullying are to be recorded in a behaviour register. This register is to be kept with the Anti-racism register.

## Monitoring, Evaluation and Reporting Requirements

The Anti-bullying Plan will be reviewed every two years, so that all members of the school community are aware of, and remain committed to it. The Plan should reflect the current teaching and

learning practices within the school. The review will provide opportunities for reflection and renewal through the:

- Gathering and analysing all relevant information on the nature and extent of bullying and harassment, including data that highlights patterns and trends, such as behaviour book data and bully audit.
- Evaluation of the extent to which the school's Anti-bullying Plan has been effective in addressing bullying and harassment and promoting a safe and secure environment through student and parent surveys.
- Develop and implement a revised Plan, if necessary, following a review.
- Continue to monitor and evaluate the implementation of the Plan on an ongoing basis (regular staff meetings).

## Additional Information

Further support services are available through:

School Liaison Police Officer: Ray Slade & David Russell

Taree Police Station: 65 52 0399

Kids Helpline: 1800 55 1800

<http://www.kidshelp.com.au/kids/>

Bullying No Way website: Take A Stand Together

<http://www.takeastandtogether.gov.au/index.php>

## Principal's comment

Stratford Primary School values the happy and safe environment that exists for its students, staff, parents and wider community members. We have a strong commitment to promote a positive school culture which encompasses our three core values of; *care, respect and responsibility*. This plan reflects these core values.

Amy Hughes – Principal

Amy Sansom – Classroom Teacher

Jodie Waters – School Administration Manager

*P&C Committee Members*

Theresa Barry - President

Ashlea Smith - Secretary

Brooke Smith -Treasurer

Jodie Waters/Craig Greenham - Vice President

**School Anti-bullying Plan – NSW Department of Education and Communities**

## School contact information

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