



Education &  
Communities

# Anti-bullying Plan

## Turrumurra 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.

# Turrumurra Public 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.

## Statement of purpose

This plan aims to address all forms of bullying that may occur in the school environment and to provide positive strategies for preventing, reporting and managing all forms of interactions that are not acceptable in the school environment.

## Protection

Turrumurra Public School rejects all forms of bullying. We value respect and show tolerance of others in a safe and supportive environment. We foster positive relationships through our strong welfare programs and policies. Schools exist in a society where incidents of bullying behavior may occur. Preventing and responding to bullying behaviour in learning and working environments is a shared responsibility of all Department staff, students, caregivers and members of the wider school community.

## 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 students.

This could be:

- **verbal:** the child is called names, put down, threatened, humiliated, dominated, intimidated, victimised or harassed based on gender, race, disability etc;
- **physical:** hitting/punching, pushing/shoving, kicking, throwing objects, belongings are stolen or damaged, spitting, intimidation-making someone do something against their will; (Conflicts or fights between equals or single incidents are not defined as bullying.)
- **social:** the child is left out, ignored or rumors are spread;
- **psychological:** the child is stalked or given dirty looks; or
- **cyberbullying:** sending negative messages about a person or persons via email, phone, internet etc

## Responsibilities

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

We all have a responsibility and a right to:

- Feel safe and happy
- Help others feel safe & happy
- Treat everyone as a worthwhile person
- Report bullying & bullies

## Prevention

Each fortnight the students are taught a value and complete activities around it. All students are expected to behave in a socially acceptable manner. The school rules are in place to reinforce the values of our society and community. Children who do not conform to these parameters face consequences and if deemed necessary parents will be called and involved in the restorative process.



What our school does to prevent bullying:

**PBL integrates** school systems, data evaluation and practices to improve positive learning at school. It provides a framework to respond to the academic and social needs of students – bring parents, teachers and students together to intervene and problem-solve any key issue.

### **PBL in action**

PBL at Turramurra Public School supports the students in 3 ways:

1. **Non-classroom settings** – setting up social expectations (implementation 2014)
2. **Classroom settings** – setting up learning and social expectations (implementation 2016)
3. **Individual Student Systems** – strategies to support individual goal setting (implementation 2016)

PBL Supports Turramurra's Anti-Bullying Policy

- Our school rules prohibit any form of bullying.
- Staff are trained in identification and are aware of the signs of bullying and the school procedures for dealing with it. Programs are developed and modified regularly to ensure that the school maintains a positive climate of respectful relationships where bullying is less likely to occur. Anti-bullying messages are embedded into curriculum in each stage of learning. Early intervention support is a focus.
- Students are taught strategies for dealing with bullies and bullying through social skills, personal development lessons, values education and participation in performances that address bullying, e.g. Access to DEC programs -Bullying No Way! Digital Citizenship, Cybersmart, Friendly Schools Program and Bounce Back
- Parents are informed of the school's Anti-bullying plan and procedures. Clear procedures are in place for reporting to the

school, child well being unit or community services where appropriate.

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

### **Early Intervention**

Each year, classes are allocated a buddy class. These classes participate in activities that are designed to support children who are having more difficulty adjusting to discipline, variations to routine and programs at school. The two classes work together on either a regular or occasional basis.

Activities include reading, craft, sport or any other part of the curriculum that the teachers feel would benefit from older classes working with younger.

Identification and support for younger children who are identified as being at risk is part of the role of the learning support team role at the school.

Peer Support was introduced in 2012 to directly support anti-bullying strategies.

### **Consequences**

Students are aware that if they bully someone, one or more of the following will occur:

- they will talk to teachers or the Principal about their behaviour
- their parents will be informed
- they may be removed from the classroom/playground
- they may lose privileges, such as participating in special activities, representing the school etc.
- they will need to offer apologies

- they may lose their own playground time
- they may be suspended.
- they will need to show that they are able to treat others properly before their privileges are restored.

Bullies and victims are offered support and counselling.

## Response

Students will know that they **can** control what happens. They will not retaliate by using bullying and will try not to show fear, as the bully is no longer rewarded and the bullying may stop.

Students will be proactive and need to decide what action to take.

**Step 1:** Ignore it. Show that it does not upset you. The bully is then not rewarded and the bullying may stop. *If it does not stop:*

**Step 2:** Talk to the person bullying you. Tell her or him to stop.

*If it still does not stop:*

**Step 3:** Talk it over openly with trusted adults (i.e. class teacher or parent). They can help you decide what to do.

*If the bullying still does not stop:*

**Step 4:** Talk to the Principal. Allow her to take the action they see as necessary.

Students who are not being bullied but are aware of others who are, will be encouraged to report it, to protect those that are being bullied and so that the bully can be helped too.

The Anti-bullying plan is available on the school's website under downloads and will be reviewed every three years by the Student Welfare

Committee, Executive Team, parent and community representatives and students. The effectiveness of the plan will be reviewed annually through the Annual School report using school surveys, feedback, record of incidents and observations.

## Additional Information

### Related Links

[Cybersmart School Gateway](#)

[Cyberbullying Stories](#)

[Bullying. No Way!](#)

[Racism. No Way!](#)

[National Safe Schools Week](#)

[National Centre Against Bullying](#)

[Kids Help Line](#)

### Related Information

The Department of Education and Communities has a number of very useful sites that may be of interest to you.

[Bullying Among Young Children: A guide for parents](#)

## Principal's comment

This policy has been developed and revised through consultation with a number of key stakeholders in our school community. Policy review is regularly attended to and all comments are welcome. We aim to make the policy easily understood and also to provide websites that teachers, parents and children can access to give further clarification. Please do not hesitate to ask for help if you are unsure of how to report or support a child you believe is being bullied. Early intervention is often the key to a successful resolution. Our school adopted PBL (Positive Behaviour for Learning) in 2014 to reinforce and further address positive behaviours of respect, responsibility and striving to always do your personal best.

## Committee Members

Margaret Foott, Principal

Jacqui Gordon, Deputy Principal

## School contact information

Turrumurra Public School

174 Kissing Point Rd Turrumurra NSW 2074

Ph: (02) 9983 9455

Fax: (02) 9983 9337

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

Web: [www.turrumurra-p.schools.nsw.edu.au](http://www.turrumurra-p.schools.nsw.edu.au)

Revised June 2016