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 (2011).

The Dalton Public School Anti-Bullying Plan has been developed collaboratively with students, school staff, parents, caregivers and the community with particular support from the P&C Association.

Statement of purpose

Dalton Public School rejects all forms of bullying. No student, staff, parent, caregiver or community member should experience bullying within the learning or working environment of our school. There should be a safe and supportive learning environment where students feel a sense of belonging, participation and achievement.

Protection

What is bullying?

Bullying is the repeated intentional harming or harassment of a person or persons by an individual or a group and involves the misuse of power. This includes cyber-bullying which refers to bullying through information and communication technologies.

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

Bullying can involve humiliation, domination, intimidation, victimisation and all forms of harassment.

Bullying includes, but is not limited to:

- **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.

Responsibilities

Schools exist in a society where incidents of bullying behaviour may occur, as such responding to and preventing this behaviour is the responsibility of staff, students, parents, carers and members of the wider 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;
- provide curriculum that supports students to develop an understanding of bullying and its impact.
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 have a responsibility to:

- support their children to become responsible citizens and to develop responsible on-line behaviour;
- be aware of the 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;
- follow the school Anti-Bullying Plan;
- work collaboratively with the school to resolve incidents of bullying when they occur;

At Dalton Public School we will implement strategies to maintain a positive climate of respectful relationships where bullying is less likely to occur through:

- encouraging students to employ strategies taught during classroom-based Personal Development programs
- creating positive classroom environments;
- consistently rewarding positive behaviour and effort through Positive Behaviour for Learning (PBL)
- the Child Protection and Drug Education Program;
- developing positive student leadership programs such as GRIP;
- strong communication with parents through personal interviews, newsletters, educational workshops and the P&C.

Prevention

Procedures and programs the school will implement for bullying prevention

- A whole school education about bullying as a part of the PD/H/PE scope and sequence instilling the meaning of bullying and methods children can use to deal with bullying;
• Students utilise these skills to deal with mild bullying incidents. Some skills the children can use include – taking a deep breath; looking directly into the eyes of the person attempting to bully them; speaking in a firm, clear voice and saying loudly, “Stop that, I don’t like it!” Other skills are outlined in the classroom programs.

• If the bullying is seen to continue the teacher will talk to the children involved to resolve the situation. There will be a telephone call home to inform parents of the situation. Then the incident will be recorded in the School Behaviour Book as a record for future reference. The teacher will decide the severity of the incident, with the following sanctions as a result:
  - **Mild** – time out in playground/name in book; Classroom – time out at recess or lunch
  - **Intermediate** – detention to consider more appropriate behaviour – off playground; note home to parents informing them about the incident.
  - **Severe** – Request for parent meeting. Continued bullying will lead to Suspension with School Councillor intervention organised.

At Dalton Public School our PBL program based on ‘Respect and Responsibility’ instills positive behaviours and rewards for all students. This operates both in and out of the classroom and is incorporated throughout all Key Learning Areas.

**Early Intervention**

*For students who are identified as being at risk of developing long-term difficulties with social relationships and for those who are identified at or after enrolment as having previously experienced bullying or engaged in bullying behaviour the school will implement the following*

- Meeting with parent/s/caregivers;
- Recommend referral to the school counsellor;

**Response**

- After a student has used taught skills to deal with a mild bullying incident and the situation continues the student reports the incident of bullying to the teacher who undertakes the procedures listed in Prevention.
- The procedures are communicated to the school community at informal and formal meetings, at P&C meetings and through distribution of the Anti-Bullying Plan to all families.
- Incidents of bullying are dealt with from the point in time that an incident has been reported and depending on the severity the procedures are followed through according to Departmental policy and timeframes.
- Management of bullying incidents that have been reported to the school are communicated to the relevant parents and caregivers, within the bounds of privacy legislation, at regular intervals and vary according to severity - see Prevention.
- The School will follow Departmental policy and procedures for reporting incidents involving assaults, threats, intimidation or harassment to the police.
- Following Child Protection mandatory reporting guidelines it may be necessary to contact the Child Wellbeing Unit or Community Services.
- Parents can contact the Principal with their concerns which will be addressed through the appeal procedure according to the Complaints Handling policy.
- The school will use the School Behaviour Book to monitor and identify patterns of bullying behaviour. Where there is evidence of a pattern a request for both a student and parent meeting will be made to resolve and/or request further support.
Dalton Public School will promote and publicise this Anti-bullying Plan through the school newsletter, by distribution to families, through discussion and consultation at P&C meetings and will be available on the school website.

Dalton Public School will report annually to the school community on the effectiveness of the Anti-bullying Plan through a report to the P&C.

The Anti-bullying Plan will be reviewed every three years with the school community through meetings and consultation with the P&C.

Additional Information

Kids Helpline can be contacted on: 1800 55 1800

Principal’s comment

Thank you to the members of the team who assisted in the planning and consultation process:

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Parental consultation, TBA

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