Mount Kembla Public School

Anti- Bullying Policy

2010

Bullying
To deliberately intimidate or harm another physically, verbally, psychologically and/or socially over a period of time.

Introduction
- Our school community has a responsibility to form a partnership against bullying.
- Inappropriate behaviour which interferes with the teaching and learning within our school cannot be accepted.
- Students have the right to attend school without fearing bullying, harassment and intimidation.
- Students have a responsibility to behave in an appropriate manner.
Rationale

- Our school realises that bullying occurs within our society.
- Our school will strive to provide an environment in which
  - bullying is not accepted;
  - there is respect for all;
  - safety and security are achievable; and
  - teaching and learning occurs uninterrupted by harassment.

Students supported through:

- creating positive classroom environments.
- rewarding positive and acceptable behaviour and effort.
- Child protection programs.
- Drug education programs.
- K-6 buddy programs.
- Positive student leadership (SRC).
- An active Learning Support Team.
- Gifted and Talented programs.
- Learning Assistance programs.

Outcomes
The general personal development of students will provide opportunities for them to:

- Gain satisfaction associated with challenge and achievement.
- Develop understandings and skills in communication and inter-personal relationships.
- Develop realistic self-concept.
- Enhance self-esteem.
- Develop personal values within a framework of accepted community values.
- Develop skills in decision making.
- Positively value cultural differences.
- Be caring and supportive of others.
Implementation

- Our school’s position on bullying communicated to whole school community.
- Adoption of Keep On Track - a three rule basis for school expectations, ie Be Safe, Be Respectful and Be a Learner.
- Implementation of a five step plan to bullying.

1. Primary Prevention
   - Professional development for staff, relating to bullying: awareness, policy creation, action plan creation.
   - Consistent implementation, and regular review of, our Student Welfare and Discipline Policy.
   - Community awareness, and input, relating to bullying: characteristics, programs and responses.
   - Inclusion in our Newsletter of Parenting Ideas, by Michael Grose each week.
   - Educational Programs promoting resilience, life skills, social skills, assertiveness and problem solving.
   - Clarification of the school’s anti-bullying policy and procedures at the beginning of each year.

2. Early Intervention
   - Promoting students and staff to report incidents of bullying.
   - All staff remind students to report incidents of bullying.
   - Parents encouraged to contact the school if they become aware of a problem.
   - Public recognition and reward for positive behaviour and resolution of problems.

3. Intervention
   - Bullies, victims and witnesses are spoken with.
   - All incidents or allegations of bullying are investigated and documented.
   - Students and staff identified by others will be informed of allegations.
   - Bullies and victims will be offered counselling and support.
   - If student bullying persists parents will be contacted and consequences implemented if the need arises.

4. Post Violation
   - Consequences for students will be individually based, and may involve:
     - Detention periods;
     - Exclusion from group (eg temporarily removed from class group, in class);
     - Internal suspension (eg removed from playground);
     - Counselling for victim and bully (eg staff and counsellor provide this opportunity);
     - Withdrawal of privileges (eg inter-school sport);
     - Phone conversations with parents;
     - Notes to parents;
     - Meetings with parents;
     - Behaviour monitoring in class, playground or both;
     - Suspension from school.
   - Ongoing monitoring of identified bullies.

5. Ongoing
   - Support-lesson structures in place.
   - Reinforcement of positive behaviours.
   - Support structures accessible.
   - Recording of bullying incidents and actions noted.
   - Review of incidents in order to determine resource application.
It is my right and my responsibility to:

Be Safe
- To avoid actions and places that may be dangerous.
- To be free of illegal drugs, alcohol, tobacco and weapons.
- To tell a responsible person of any danger.
- To obey all school rules and help others to do the same.
- To respond to all reasonable requests from staff.
- To move in a safe manner around our school, including in classrooms, between classrooms and in the playground.
- To play safely and not in Out Of Bounds areas.
- To speak to teachers (staff) if I have problems.
- To keep my hands and feet to myself.

Be a Learner
- To participate in class activities and ensure I allow others to participate freely.
- To learn self-control and ignore silly people.
- To ask for help if I have trouble understanding work and not comment when others are asking the teacher for help.
- To do my best at all times.
- To not interrupt the learning of anyone else.
- To keep up with my work in class and my homework.
- To attend school regularly and be punctual.
- To co-operate with my teachers and classmates.
- To think about my choices.

Be Respectful
- Play fairly and show good sportsmanship.
- Respect others’ feelings by not teasing and bullying.
- Make the school a happy place.
- To take good care of my own and others’ property.
- To care for the buildings, furniture, grounds and equipment
- To care for my environment (by keeping it clean and tidy).
- To treat others fairly, politely and with respect.
- To listen while others speak.
- To behave in a way which will bring credit to our school.
- To present myself in a clean and tidy manner, wearing my school uniform with pride.
- To politely express my point of view, in the right place and time.
- To take responsibility for my own actions and decisions.
Procedures for dealing with bullying

1. Bullying incident reported to teacher
2. Investigating teacher interviews students concerned
3. Policy outlined to offending student(s)
4. Attempt to have students acknowledge and accept responsibility for behaviour
5. Outline consequences of continued bullying, and rights and responsibilities.
6. Where appropriate the incident is recorded in discipline folder.
7. Behaviour monitored
8. Follow-up with student who has been bullied
9. If student re-offends his/her parents will be contacted.

Bullying has many forms. Bullying includes the following:

Taking property of others

Spreading rumours
Biting
Racism
Rude gestures
Ridiculing appearances
Negative religious comments
Spitting
Negative social comments
Kicking, hitting, punching

Damaging property of others
Name calling
Gossiping about others
Hiding property of others
Extortion
Pushing others
Use of bribes
Use of threats toward others
Using stand-over tactics
Writing insulting notes

Invading personal space
Using 'put-downs'
Negative mobile messages
Negative e-mail messages