BURRAWANG PUBLIC SCHOOL

ANTI-BULLYING POLICY

Revised 2015

Definition of Bullying

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, intimidation and victimisation of others.

Bullying behaviour can be:

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

*Definition from: Bullying: Preventing and Responding to Student Bullying in Schools Policy of the New South Wales Department of Education and Communities. (2011)*

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At Burrawang Public School

we believe that all students have the right to be happy and feel safe.

A person who bullies is denying another person that right.

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To reduce bullying there will be:

- Strong commitment from staff, students and parents
- The development of social skills and cooperation amongst students
- Staff role models in both word and action to foster a caring and nurturing environment.
- Active implementation of school discipline and welfare policies
- The development of students’ online skills and positive behaviour to become responsible digital citizens
- Active monitoring by teachers of student behaviour.
- Clear responsibilities of student leaders which promote positive role modelling to younger children.
Objectives

1. For staff, students and parents to recognise bullying as it exist in the school.
2. To minimise bullying behaviour by using a whole school approach.
3. To use the school’s current behavioural management system as the framework for supporting bullies and victims. A framework that encourages victims and observers to report bullies without fear of further aggression or retaliation and supports bullies to change their bullying behaviour. For victims to feel supported that there is a consequence for the bully’s behaviour.
4. To teach students in an explicit and systematic manner both in the content of what is taught and the manner in which learning is encouraged.
5. To encourage parents to support the school’s approach to bullying and support of victims.

Dealing with bullying behaviour.

Burrawang Public School will:

- Gather information about bullying behaviours through surveys, class discussions, parent interviews, teacher observation, student reports and SRC meetings. Analyse and use information to support identified bullies and victims.
- Use current Behavioural Management System to:
  - Protect and support victims
  - Assist bullies to change their bullying behaviour
- Keep adequate records
- Use a range of teaching and learning strategies designed to reduce bullying behaviours.
  - Teaching of social skills and cooperative learning skills
  - Promoting moral values and social sensitivity
  - Explicitly teaching school rules
  - Providing all parents with a copy of the school discipline policy (bullying policy is only one component of this policy)
  - Including regular articles re bullying in the weekly newsletter
  - Teaching of playground games to students, with appropriate rules to suit the age/experience of participants.
  - Raising staff awareness and knowledge of “Procedures for Resolving Complaints about Discrimination Against Students”
  - Promoting a school culture that values cooperation, learning and participation
  - Class meetings, and whole school assemblies
  - Visiting presenters and performances
  - Interrelate program

NB. To keep the focus on reducing bullying we use a variety of the above strategies. The aim is to maintain interest. The mix of strategies varies across time.
At Burrawang Public School we measure success of our bullying program through:

♦ Information gathered through surveys, observation and reporting
♦ Feedback from students
♦ Number of reports of bullying and other incidents through the behaviour book, parent and staff meetings
♦ General school ethos
♦ Evaluation of specific programs
♦ Our happy growing community.