



Education &  
Communities

# Anti-bullying Plan

School Name: Ryde 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.



# 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.

Teachers, parents, students and members of the wider community have a responsibility to work together to address bullying. The Anti – Bullying Plan at Ryde Public School contributes towards the promotion of a positive, respectful and safe environment where individuals are fully supported to achieve their full potential as lifelong learners.

At Ryde Public School we will:

- Inform the school community of the nature of the welfare, discipline and anti – bullying policies for our school;
- Provide students with programs and strategies to respond positively to bullying behaviour;
- Follow up complaints of bullying, harassment and intimidation;
- Strive to foster a culture of safe, respectful, learners in line with the schools core values; and
- Regularly review the school's anti-bullying plan.

## Statement of purpose

A major priority for schools is the care and safety of the students. Students learn best in an environment in which they feel safe. Every student at Ryde Public School has the right to expect that they will spend the day, both in and out of the classroom, free from bullying. Conversely, students have the responsibility to behave in a way that does not interfere with this right of other students as well as to understand the difference between 'not getting on' and 'bullying each other'. Learning how to

## School Anti-bullying Plan – Ryde Public School 2018 (update)

resolve conflict and negotiate with people who have different personalities and opinions are important life skills that parents/carers and the school need to help students develop.

Our aim is to prevent the incidence of bullying and manage bullying issues in line with this plan and the Student Welfare guidelines. We will equip our students with strategies to build positive, fair and respectful relationships and to be proactive bystanders.

## Protection

At Ryde Public School every person has the right to feel safe. Any person who bullies another is denying them that right and the school will not tolerate any action that undermines a person's rights.

Bullying is a repeated act or acts that cause hurt or fear in another person. Bullying may be physical, verbal, anti-social or emotional, and may be caused by a person or group towards one or more others. Children who bully say or do something intentionally hurtful to others and they keep doing it with no sense of regret or remorse even when targets of bullying show or express their hurt or tell the aggressors to stop.

Bullying behaviours deprive individuals and groups of their rights, jeopardise physical and emotional safety and undermine the wellbeing of members of our school community.

## Prevention

Under the banner 'Ryde Respect – All Day, Every Day' and supported by the school rules which relate to Respect for Learning, Respect for Self and Respect for Others and the Environment, there is an atmosphere of mutual respect at Ryde Public School. Every year, and more frequently if necessary, school staff revise their strategies for dealing with bullying and incorporating bullying prevention into teaching and learning programs. Anti-bullying messages are embedded into the daily program and teachers are provided with a framework that is positive and consistent across all grades K-6. 'Ryde Respect' is a step by step approach promoted consistently within the school for use by all staff and students.

Social skills including conflict resolution are taught through a series of lessons using the 'Bounce Back' program, which incorporates discussion, role-play, games and hands on activities. Students are also shown how to play games in the playground and how to use the playground space more effectively.

## Early Intervention

Students who are identified as being at risk of developing long-term difficulties with social relationships and those students who are identified at or after enrolment as having previously experienced bullying or engaged in bullying behaviour will be referred to the Learning Support Team. In consultation with parents, carers and other relevant personnel, the Learning Support Team will develop and implement a program of support. This program includes interventions such as transition to school programs, personalised instruction for a student on strategies, additional personnel to support a student in the classroom and on the playground.

## Response

The entire school community has a responsibility to respond to bullying at Ryde Public School. All types of bullying are taken seriously by Ryde Public School. Any school situation causing concerns, whether or not it fits the definition of bullying should be reported to the school. Although the term bullying has a specific meaning and the school's Anti – Bullying Plan set out the processes for preventing and responding to student bullying, Ryde Public School also has a range of guidelines and practices, including those for welfare and discipline that apply to student behaviour generally.

The students, parents, staff, executive and the wider school community will respond appropriately in a timely manner to incidents of bullying. This will be achieved through the implementation of the following strategies.

## The Anti-Bullying Plan – Ryde Public School 2018 (update)

### Students

- Report if they are bullied or if they see someone else being bullied both at school and on the way to and from school.
- Use skills taught through the school based social skills program – Bounce Back and implement strategies used during class 'Circle Time' sessions.
- Respect individual differences and diversity.
- Be responsible digital citizens and follow the Acceptable Usage Policy.
- Follow the school's Anti – Bullying Plan and Student Welfare guidelines incorporated through the school values of 'Ryde Respect – all day, every day, and everywhere'.

### Parents

- Watch for any signs of distress in their child eg. Unwillingness to attend school, a pattern of headaches, missing equipment, requests for extra money, damaged clothes or bruising.
- Take an active interest in their child's' social life and friends.
- Advise their child to tell a teacher about any incident involving bullying.
- Inform the class teacher as soon as they are aware of an incident of suspected bullying.
- Encourage their child to be proactive in responding to incidents of bullying.
- Recognise and respond appropriately to bullying by following the school's Anti-Bullying Plan and Procedures for Reporting incidents of Bullying'.
- Remain calm and go through the right channels by contacting the school and allowing the school to handle the incident in a timely manner, in line with the school's Anti – Bullying and Student Welfare guidelines.

## Staff

- Have explicit knowledge of school and departmental policies relating to bullying behaviour.
- Provide teaching and learning activities that support students to develop a shared understanding of bullying prevention, in line with the school's core values.
- Maintain a positive climate of respectful and fair relationships that support students.
- Model appropriate behaviour at all times.
- Make efforts to limit occasions for bullying by active supervision of the playground and classroom.
- Provide support to any student who has been affected by, engaged in or witnessed bullying behaviour.

## Initial incident

- In the case of apparently isolated playground or classroom incidents, the teacher looks into the matter by discussing with all students involved and highlights that the behaviour is inappropriate, names it and reports it to stage executive to enter onto Sentral.
- Appropriate consequences will be implemented in consultation with stage executive.
- Follow up conversations with the victim should occur again after a few days to ensure that the behaviour has not continued.

## Ongoing serious bullying

- Teachers should check the Sentral student recording system to identify whether there is a pattern of ongoing bullying. If the behaviour appears to be serious or ongoing, then the incident should be reported to the stage supervisor:
- Stage supervisor discusses incident with senior executive for further intervention.

## Stage Executive

- Promote the school's Anti – Bullying Plan with students, staff and parents.
- Develop and implement early intervention support for students identified by the school as being at risk of developing long term difficulties with social relationships.
- Develop and implement early intervention support for students identified as having experienced bullying or having engaged in bullying behaviour.
- Record bullying incidents and identify patterns of bullying behaviour.
- Discuss with students, class teachers and parents/carers the action taken.
- Report to parents and senior executive when bullying has taken place, and provide regular updates within the bounds of private legislation to parents and caregivers about the response to incidents.

All cases referred to the Learning Support Team are managed through meetings with both the victim and the bully, individually and in some cases together. This calls on students' sense of fairness and aims to ensure that a sense of shared concern develops and that all those involved work to resolve the problem and make things better for the student being bullied.

Repeated instances of bullying are seen as persistent disobedience and will be managed using the school's Welfare and Discipline guidelines. Such repeated disobedience may result in suspension in accordance with these guidelines. Any bullying behaviour involving physical violence is referred to the Deputy Principal by the relevant supervising stage executive.

A building resilience/assertiveness program may be employed for the victim of the bullying behaviour with the assistance of the school's

Counsellor or Deputy Principal. An Individual Behaviour Plan may also be deemed appropriate for the bully and can be developed in conjunction with the Learning Support Team.

Where relevant, the Learning Support Team with the support of the senior executive may report incidents of bullying to the Child Wellbeing Unit, who may advise that Family and Community Services be informed. Contact with the local Police Liaison Officer may also be deemed appropriate.

### **Strategies the school will use to identify pattern of bullying behaviour**

Patterns of bullying behaviour are in most cases identified by monitoring reports registered on Sentral student management system. Serious matters requiring further involvement of staff are brought to the attention of the Stage Executive or Deputy Principal following tracking of the behaviours and through regular discussions and updates at Learning Support Meetings, Stage and Executive meetings.

### **Communication of the Anti – Bullying Plan**

This Anti – Bullying Plan will be placed on the website and also communicated each year through ‘meet the teacher events’, assemblies and at staff meetings.

### **Processes used by Ryde Public School to monitor and evaluate the effectiveness of our Anti – Bullying Plan.**

- Monitoring of reported incidents of bullying through the Sentral data collection and Learning Support Team
- Student surveys
- Suspension data
- Surveys on school culture and climate
- Feedback from year groups regarding implemented programs

### **Annual reporting to the school community on the effectiveness of the Anti – Bullying Plan**

Ryde Public School reports on the effectiveness of student wellbeing and anti – bullying policies through the Annual School Reporting process and evaluations.

### **Principal’s comment**

The procedures outlined in this plan will assist students, teachers and parents in identifying, reporting and preventing bullying behaviour. By working together we can ensure that Ryde Public School is a place where children can learn and interact in a positive, peaceful manner.

**Additional Information can be found at:**

[www.schools.nsw.edu.au](http://www.schools.nsw.edu.au) Supporting Students – Bullying

[www.kidsmatter.edu.au](http://www.kidsmatter.edu.au)

[www.friendlyschools.com.au](http://www.friendlyschools.com.au)

<https://esafety.gov.au> formally cyber smart

[www.bullying.org](http://www.bullying.org)

Additional support is available for students through the Kids Helpline

– 1800 55 1800

**School contact information**

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