



Education &
Communities

Anti-bullying Plan

Mount Colah 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.

The Mount Colah Public School Student Discipline and Welfare Policy has been collaboratively put together by the school principal and staff and then presented to a special meeting of the P & C to review and endorse this policy. The policy will be formally reviewed each year through school staff and P & C meetings.

Statement of purpose

At Mount Colah Public School we value respect and show tolerance of others in a safe and supportive environment. We foster positive relationships through strong welfare programs. As part of our school's Welfare and Discipline Policy, our Anti-Bullying Policy aims to deal effectively with and prevent incidences of bullying.

Protection

Bullying is defined as intentional, **repeated behaviour** that causes distress, hurt or undue pressure. Bullying can involve all forms of harassment, humiliation, domination and intimidation.

Bullying takes many forms. Our school considers the following behaviours as examples of bullying:

Physical:

- Pushing/ shoving
- Hitting/ punching
- Kicking
- Throwing objects
- Taking others belongings/ stealing from others
- Damaging others belongings
- Spitting at others
- Intimidation – making someone do something against their will.

Verbal:

- Threatening
- Name calling/ teasing
- Swearing at others
- Ridicule (making fun) of another person because of their actions, appearance, physical characteristics or cultural background.

Indirect:

- Spreading rumours
- Excluding others
- Writing notes about people

Cyber:

- Malicious SMS messages, email and social media forums
- Inappropriate use of camera phones and photos

COMBINED RESPONSIBILITY FOR DEALING WITH BULLYING

As a staff and school community we have a responsibility to take positive and consistent actions to deal effectively with bullying.

Staff responsibilities:

- To model appropriate behaviour at all times.
- To monitor and track incidences of bullying and take appropriate action.
- To implement school programs which promote positive relationships that incorporate strategies to deal with bullying.
- To communicate bullying incidents with parents when needed.

Parent responsibilities:

- To support the school's Anti-Bullying Policy
- To take an active role in their child's school life and watch for signs that their child may be being bullied.
- To encourage their child to adopt learnt strategies to deal with bullying
- To instruct their child to "tell" if they are bullied.
- To inform the school if any bullying is suspected

Student responsibilities:

- To show respect, consideration and support of others
- To "tell" if they are being bullied or if they see someone being bullied – both at school and on the way to and from school.
- To attempt to use learnt strategies to deal with bullying incidents.

Prevention

Mount Colah Public School has a monthly values program which includes in class instructions and assembly presentations on important values. The school also uses the Positive Behaviour Engaging Learners (PBEL) framework which sets out expectations of behaviour in a range of settings displaying and promoting the schools core expectations of Respect, Responsibility and Personal Best. The Bounce Back program is part of Personal Development/Health curriculum and a two year scope and sequence ensures all grades cover all relevant topics. The Bounce Back program helps build resilience and anti-bullying strategies through class discussions, role plays, games and literature. Cybersafety...

Early Intervention

Students are identified as needing support with social relationships by each class teacher and the assistant principal and referred to the Learning Support Team. Playground incidents are monitored for emerging patterns of concern. Specific programs the school has implemented include:

- Small social skills groups formed as required based on Learning Support referrals. The focus for these programs is cooperation, turn taking, joining in, making friends etc.
- Rock and Water Social skills program is implemented for students who have been identified as needing skill development in building self- confidence, self-regulation and assertiveness.
- Kindergarten Orientation Programs will inform parents of school policy and procedures.

Response

Bounce Back lessons which commence in kindergarten and flow through the whole school provide students with strategies to respond appropriately to bullying. These messages are also communicated through the school newsletter.

A student in the first instance of bullying can report to their class teacher or the teacher on duty who records the incident on Sentral in the Wellbeing section. Sentral alerts the principal to the incident who can determine appropriate follow up measures in negotiation with the stage supervisor or class teacher.

Where practicable the school will investigate the incident by the end of the next school day. If the incident is not resolved and requires further investigation, this will be reported to the parent or student who initially communicated the incident. Detail the procedures and timeframes that your school will implement when an incident of bullying is reported to the school.

Mt Colah run a series of programs which are designed to support students by giving them strategies to deal with bullying. In severe cases a referral can be made to the school counsellor. Teachers are able to support students by suggesting that they draw from the following strategies:

- Stay in sight of peers and adults
- Try to stay calm. Practise keeping calm and walking away.
- Try to show you are not upset. Practise this.
- Look at the person. Try to speak in a strong voice. Say something like “You might think that but I don’t” or “Why are you doing this?”

- Use an “I” message. Express your feelings in an assertive way e.g. “I want you to stop” or “Please don’t do that, I don’t like it”
- Walk away quietly without looking back.
- Go to a safe place e.g. with other children; near a teacher
- Talk to someone who can help you. Tell them what has happened, how you feel and what they can do to help. This is not “dobbing”!
- Use humour if appropriate.

When the school executive has investigated an incident to their satisfaction this will be reported to the parent of the child who has been bullied. Measures implemented for other children will not be discussed in order to protect their privacy.

Serious incidents of bullying are dealt with under the schools Student Welfare Policy or the Department of Education’s policies relating to suspension or expulsion.

The school Student Welfare Policy which incorporates the Anti-bullying Plan is placed on the school website as a public document and is also available from the school office.

Additional Information

[Cybersmart School Gateway](#)

[Cyberbullying Stories](#)

[Bullying. No Way!](#)

[Racism. No Way!](#)

[National Safe Schools Week](#)

[National Centre Against Bullying](#)

[Kids Help Line](#)

Principal's comment

All students have the right to feel safe at school and every parent should feel confident that the school will provide the best learning environment for their child. This document has been developed to reflect values of the school community which does not tolerate bullying in all its forms. It is the responsibility of the whole school community to work together effectively to implement both the spirit and the practice of this policy.

This document was prepared by:

John Paterson Principal

James Tod Assistant Principal

Karen Bennett Assistant Principal

School contact information

Mount Colah Public School

19-21 Telopea Street, Mount Colah

Ph: 9477 3627

Fax: 9482 2528

Email: mtcolah-p.school@det.nsw.edu.au

Web: <http://www.mtcolah-p.schools.nsw.edu.au/home>