



ELERMORE VALE PUBLIC SCHOOL

Jubilee Road Elermore Vale 2287

☎ 4955 9016

✉ elermoreva-p.school@det.nsw.edu.au

🌐 www.elermoreva-p.schools.nsw.edu.au



Anti-Bullying Plan 2020

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.

Bullying behaviour 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.

Bullying can involve the humiliation, domination, intimidation, victimisation and all forms of harassment including that based on sex, race, disability, homosexuality or transgender. Cyber bullying refers to bullying through information and communication technologies.

Bullying of any form or for any reason can have long term effects on those involved including bystanders.

At Elermore Vale Public School all students have a right to learn in a safe and happy environment. Bullying, should it occur, needs to be dealt with swiftly and with due thought to procedural fairness. Bullying and anti-social behavior is not acceptable at this school under any circumstances.

Students, teachers, parents, caregivers and members of the wider school community have a shared responsibility to:

- Promote positive relationships that respect, protect and accept individual differences and diversity within the whole school community;
- Prevent bullying through education to embed anti-bullying messages;
- Provide Early Intervention through monitoring of incidents, identifying students at risk; and
- Actively work together to resolve and respond to incidents of bullying behaviours when they occur.

Resources

The NSW anti-bullying website (<https://antibullying.nsw.gov.au/>) provides evidence based resources and information for schools, parents and carers, and students. Schools are encouraged to visit the website to support whole school prevention, early intervention and response approaches and strategies for student bullying behaviour.



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School Response to Bullying

Prevention

- Embedding Anti-bullying lessons in key learning areas, specifically through PBL identifying safe, respectful behaviours;
- Organise special days and events, e.g. Harmony Day, Reconciliation Day;
- Teaching Positive Bystander Behaviour lessons;
- Embedding Indigenous Education programs and Cultural Awareness Programs;
- Teaching Child Protection program NO, GO, TELL
- Buddy system between classes to encourage positive relations between students across the grades;
- Monitoring student behaviour in both classroom and playground settings;
- Teaching student resilience by modeling and role playing;
- Dealing with "hotspots" in the playground;
- Visiting performances e.g. Healthy Harold,
- Reviewing our playground procedures to make sure that they are effective;
- Regular Learning Support Team meetings;
- Professional Learning for staff around bullying and cyber bullying;
- Closely monitoring the use of technology and acting upon student or parent reports;
- Students made aware of cyber bullying and its implications during computer lessons or in class.
- Contacting the police and the school Safety and Response Unit where incidents of cyber bullying include possible criminal behaviour.

At Elermore Vale Public School we undertake the following strategies in response to bullying behaviour:

- Students are to tell a teacher (preferably class or playground teacher) immediately;
- Teachers proactively intervene to prevent/stop bullying;
- Teachers investigate bullying incident with all parties, including bystanders;
- Teachers respond with appropriate combination of interventions;
- Students who continue to bully will be subject to systemic intervention and support, including counselling, planning room Individual Behaviour Improvement programs, Restorative Conferencing and suspension;
- Students who are bullied are coached on how to deal with bullying and provided with strategies to build resilience and self-esteem.



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Staff

Staff are supported with professional learning opportunities that provide evidence based ways to encourage and teach positive social and emotional wellbeing, while discouraging, identifying and responding effectively to bullying behaviour.

Clear procedures on reporting incidents of bullying are in place:

- Students and staff are informed of the policies and procedures of the school which includes anti bullying procedures;
- Teachers are trained in anti-bullying procedures;
- The teacher records the incident on the schools welfare system SENTRAL (ASAP or within 24 hours) identifying name, time, date and incident detail;
- The Assistant Principal in charge of wellbeing / stage reviews the incident report;
- Principal/Assistant Principal to work with classroom teacher, parents or students for resolution.

School staff have a responsibility to:

- Listen to students and be empathetic to reports of possible bullying by respecting and supporting students;
- Model and promote appropriate behaviour;
- Respond in a timely manner to incidents of bullying according to the school's Anti-Bullying Plan.

Students have a responsibility to:

- Behave appropriately, respecting individual differences and diversity;
- Say No to bullying and teasing. Tell the person bullying that you do not like to be treated this way. If you feel unable or uncomfortable in doing this report the incident to the teacher;
- Report the incident to the teacher on duty or your classroom teacher firstly. The teacher can follow up by passing the information to the Assistant Principal or Principal if they feel it is necessary;
- Behave as responsible bystanders. Walk away from the bullying situation. If you see, or know of others being bullied, report it to a teacher;
- Be confident that reported incidents will be acted upon by those you reported it to and not to fear any repercussions;
- Report any misuse of technology either in or out of school.



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Parents and caregivers have a responsibility to:

- Be aware of the school's Anti-bullying plan and assist their child in understanding bullying behaviour;
- Support their children in developing positive responses to incidents of bullying consistent with the school Anti-bullying Plan;
- Encourage children to discuss any incident and advise them to report it to staff members;
- Advise the school of suspected incidents of bullying and work collaboratively with the school to resolve incidents of bullying when they occur;
- Support their children to become responsible citizens and to develop responsible online behaviour.

New and casual staff are informed of Elermore Vale Public School's strategies to prevent and respond to bullying behavior through an induction process run by an Executive member of staff when they enter on duty.

All staff are involved in the review of our wellbeing policies, which includes anti-bullying procedures, as a part of an annual induction process.

Communication

The school will promote and publicise this Anti-Bullying Plan at the Parents and Citizens meetings and it will be available to the wider school community on the school website. Anti-bullying messages are incorporated into our Positive Behaviour for Learning (PBL) wellbeing program lessons and promoted through our social media pages and newsletters.

Personalised and specific information and support is available and will be provided as a response to incidents of bullying.

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11 June 2020

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