



Education &
Communities

Anti-bullying Plan

Marayong Heights 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

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.

Marayong Heights Public School supports a prevention and early intervention approach in relation to bullying. We recognise that the best outcomes are achieved by school communities working together to help prevent bullying occurring. Our school has collaborated with staff, students and the parent community to develop protection, prevention, early intervention and response strategies for bullying.

Statement of purpose

Marayong Heights Public School is committed to providing a safe and caring environment in which all members of the school are respected and a positive culture is promoted. Marayong Heights is committed to fostering a positive school environment in which every child is known and supported within the scope of the resources available.

Every student at Marayong Heights Public School has the right to spend each day at school without being bullied, harassed or intimidated.

It is important to understand the difference between students 'not getting on' and bullying each other. Therefore, learning how to resolve conflict and negotiate with people who have different opinions or personalities are important life skills that parents and the school need to help students develop.

Our aim is to prevent incidences of bullying and manage bullying issues in line with our Anti-Bullying Plan and the Student Welfare and Discipline guidelines. We aim to equip our students with strategies to build positive, fair and respectful relationships and to be proactive bystanders.

Protection

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. Cyberbullying is defined as the use of information and communication technologies to support repeated and deliberate hostile behaviour intended to harm others.

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 can have long term effects on those involved including bystanders.

Conflict or fights between equals or single incidents are not defined as bullying.

Bullying:

- devalues isolates and frightens
- affects an individual's ability to achieve
- has long-term effects on those engaging in bullying behaviour, those who are subjects of bullying behaviour and the onlookers or bystanders.

Bullying behaviour can be:

- verbal e.g. repeated name calling, repeated teasing, repeated abuse, repeated putdowns, repeated sarcasm, repeated insults, repeated threats
- physical e.g. repeated hitting, repeated punching, repeated kicking, repeated scratching, repeated tripping, repeated pitting
- social e.g. repeatedly ignoring, repeatedly excluding, repeated ostracising, repeated alienating, repeatedly making inappropriate gestures
- psychological e.g. repeatedly spreading rumours, repeated dirty looks, repeatedly hiding or damaging possessions, repeated malicious SMS and email messages, repeated inappropriate use of camera phones (cyberbullying).

School staff have a responsibility to:

- respect and support students
- model and promote appropriate behaviour
- have a reasonable knowledge of school and departmental policies relating to bullying behaviour
- conduct themselves in a professional manner and treat students and adults with care and respect in accordance with the DoE Code of Conduct
- respond in a timely manner to incidents of bullying according to the school's Anti-Bullying Plan
- contact the Police and the Incident Report and Support Hotline where incidents of cyberbullying include possible criminal behaviour.

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

- ensure that teaching and learning activities reflect equity and promote fairness in respect of gender, race, religion and age
- ensure that children are taught aspects of protective behaviours as part of the schools Child Protection policy
- implement a sustained curriculum approach to address the appropriate use of technology (Digital Citizenship).

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 the school Anti-Bullying Plan.

Parents and carers 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
- report cases of bullying or discrimination

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 wellbeing and discipline policies that apply to student behaviour generally.

Prevention

As a school community, we have a shared responsibility to take positive and consistent actions to deal effectively with bullying. The school aims to implement the following strategies:

Staff Responsibilities

- to model appropriate behavior at all times;
- to treat each report of bullying seriously and act on the report promptly, following the school discipline procedures;
- to develop within the school community clear procedures for reporting incidents of bullying to the school;
- to implement school programs such as "Bounce Back" and PBL lessons which promote positive relationships that incorporate strategies to deal with bullying;
- to communicate incidences of bullying to parents when required;
- to increase students' awareness of acceptable and unacceptable communication when using the internet; and
- access resources from the digital Citizenship website when teaching students about bullying.

Student Responsibilities

- to show consideration, respect and support for 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 develop strategies to deal with bullying incidents from "Bounce Back" and PBL lessons;

- to decrease the incidences of bullying with increased awareness of how bullying affects the members of the school community; and
- to develop an understanding of what information is safe to give out on the internet and what must remain private.

Parent and Carer Responsibilities

- to encourage their child to show consideration, respect and support for others;
- to encourage their child to adapt learnt strategies to deal with bullying;
- to encourage their child to tell if they are being bullied or witness bullying incidents;
- to inform the school if bullying is suspected; and
- to assist and support all students of the school to effectively deal with bullying behaviours according to the school's Anti-Bullying Plan.

Early Intervention

The school develops and implements early intervention support strategies for students who are identified by the school as being at risk of developing long-term difficulties with social relationships. Social skills programs such as the "Chill-Out Room" at lunch time and "Bounce Back" during *Marayong Mates* time every Wednesday afternoon, that promote positive interactions with others, are implemented across the school.

Early intervention support is provided for those students who are identified at or after enrolment as having experienced bullying or engaged in bullying behavior by referral to the schools' Learning and Support Team and with the assistance of the School Counsellor.

Response

The school has a range of strategies in responding to incidents of bullying, such as:

- empowering the whole school community to recognise and respond appropriately to bullying, harassment and victimization and behave as responsible bystanders
- developing and publicising clear procedures for reporting incidents of bullying to the school
- responding to incidents of bullying that have been reported to the school quickly and effectively
- matching a planned combination of interventions to the particular incident of bullying
- providing support to any student who has been affected by, engaged in or witnessed bullying behavior
- providing regular updates, within the bounds of privacy legislation, to parents or carers about the management of an incident
- identifying patterns of bullying behavior and responding to such patterns
- reporting incidents involving assaults, threats, intimidation or harassment to the Police
- contacting the Child Wellbeing Unit or Community Services where appropriate
- contacting the local Police Youth Liaison Officer where appropriate
- promoting and publicising this Anti-Bullying Plan and making it widely available to the school community through information nights, newsletters, assemblies and placing on the school website.

- monitoring and evaluating the effectiveness of the plan and reporting to the school community on its effectiveness through the annual School Report.
- reviewing the Anti-Bullying Plan every two (2) years with the school community

Additional Information

Kid's Helpline – 1800 55 1800

Quakers Hill Police Youth Liaison Officer – 9838 2199

Kids matter – <https://www.kidsmatter.edu.au>

Incident Report and Support Hotline – 1800 811 523

Principal's comment

Marayong Heights Public School continually strives to be proactive in our approach to build a happy, safe and supportive school community which is free from all forms of bullying.

The procedures outlined in this plan will assist students, staff and parents and carers in identifying, reporting and preventing bullying behavior.

School contact information

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