



# WELLBEING FOR SCHOOLS



CONNECT

## ANTI-BULLYING PROCEDURE

### VALUES

Our vision at Bankstown Public School is to provide a supportive and challenging learning environment where students feel safe and supported. It is an expectation that students at Bankstown Public School treat one another with mutual respect. Bankstown Public School and the wider school community work together to provide quality learning environments which are inclusive, safe and supportive. All students have the right to be treated fairly and with dignity in an environment free from disruption, intimidation, harassment, victimisation and discrimination.

### RATIONALE

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.

All members of the school community contribute to the prevention of bullying by modelling and promoting appropriate behaviour and respectful relationships.

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 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 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.

### PROCEDURE

At Bankstown Public School, there are clear procedures in place for the reporting and investigation of incidences of bullying. Our anti-bullying plan is developed collaboratively with students, school staff, parents, caregivers, and the community and includes strategies for:

- developing a shared understanding of bullying behaviour
- maintaining a positive climate of respectful relationships where bullying is less likely to occur
- developing and implementing programs for bullying prevention
- embedding anti-bullying messages into each curriculum area and in every year
- developing and implementing early intervention support for students who are identified by the school as being at risk of developing long-term difficulties with social relationships
- educating students on how to behave as responsible bystanders
- developing clear procedures for reporting incidents of bullying to the school and responding to them promptly and effectively
- providing support to any student who has been affected by bullying behaviour includes procedures for contacting the child wellbeing unit or Community Services and/or police youth liaison officer where appropriate



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- is reviewed with the school community at least every three years **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 on-line 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.

## IMPLEMENTATION

### Resources:

These guidelines and associated support materials will assist schools to build on their current practice and revise their Anti-bullying Plans to comply with the NSW DoE Antibullying Initiatives. They provide a framework for schools to use in developing and implementing an Anti-bullying Plan which includes protection, prevention, early intervention and response strategies for student bullying. The Anti-bullying Plan is a key part of every school's planning for student wellbeing and effective learning.

### Support Documents

[Anti-bullying \(nsw.gov.au\)](https://www.nsw.gov.au/anti-bullying)