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| <b>DATE:</b><br><br>June 2012 | <b>AREA:</b><br><br>Student Welfare | <b>POLICY:</b><br><br><b>ANTI-BULLYING</b> |
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**RATIONALE:**

Bullying is anti-social. It has no place at Toongabbie Public School.

Toongabbie Public School is committed to providing a safe and caring environment, which fosters respect for others. All people entering the school have a right to feel respected and free to express themselves without fear of harassment.

It is the responsibility of every member of the school community to be proactive in ensuring that bullying is not tolerated.

**POLICY STATEMENT:**

*This school is committed to the elimination of discrimination (including direct and indirect racial, sexual and religious discrimination, vilification and harassment) in its organisation, structures and culture, in its curriculum and the learning and working environments for which it is responsible.*

**ANTICIPATED OUTCOMES:**

*Through the implementation of this policy, students, staff and school community members will:*

- *understand their rights and responsibilities in regard to this policy*
- *know who the school's Anti-Discrimination contact person is*
- *feel safe and comfortable in their working/learning environment*
- *feel confident and safe in affirming their cultural and religious beliefs.*

**IMPLEMENTATION:**

Bullying is antisocial. It has no place at Toongabbie P.S. It is the responsibility of every member of the school community to be proactive in ensuring that bullying behaviour is rejected.

**At Toongabbie P.S. we will:**

- openly talk about bullying – ‘what it is, how it affects us and what we can do about it’
- teach our children the skills that will build their self-esteem and empower them to take the responsibility for themselves – and give them the opportunity to practise these skills
- formulate a policy that clearly states what actions we will take to deal with bullying behaviour

**We will do this using the following strategies:**

- explicit teaching – activities focusing on social skills, raising self esteem and addressing conflict resolution are a part of the school curriculum in Health and Personal Development
- bully register (detention book)
- newsletter sent home at the beginning of each year explaining the sorts of behaviours that are categorized as bullying, and reminding the school community that bullying is not acceptable
- assembly reminders
- buddy system – encourage younger children to tell
- continue to explore other options – Peer Support, Mentoring Program
- annual review of policy – evaluation survey at the end of the year.

## **Reporting of Bullying**

Children and their parents can report incidences of bullying to any teacher or the Principal. Any bullying incidences that are dealt with will be recorded. The staff will be responsible for implementing the program and ensuring that incidences of bullying are dealt with in a manner consistent with the policy and as soon as possible after it is reported or observed.

Bullying can take many forms. We consider the following behaviour to be bullying:

### *Physical*

- hitting, kicking, punching
- pushing, shoving, spitting
- making rude gestures
- taking or damaging something which belongs to someone else
- forcing others to hand over food, money or something else which belongs to them
- making someone do something they don't want to

### *Verbal*

- name calling
- teasing
- threatening
- making fun of someone because of their appearance, physical characteristics, gender or cultural background (including racist comments)
- making fun of someone's actions

### *Psychological*

- excluding others from the game or group
- spreading untrue stories about others
- being sent hurtful notes
- has graffiti written about them on desks, books, computers etc
- ignoring

### *Social*

- Use of technology for cyber bullying

## **AIM:**

To adopt a whole school approach to the management of bullying

## **OUTCOMES:**

- the school is an environment where everyone is free from harassment
- everyone has the responsibility to support more vulnerable peers
- classrooms are free from ridicule, harassment and isolation
- bullies are encouraged to change their behaviour by processes of support and education
- cooperation and tolerance between all members of the school community will be promoted
- all students will gain skill underlying the practice of positive social skills
- removal of the secrecy of the bullying act – 'Yes it is okay to tell if you are being bullied or someone else is being bullied'
- improved communication between students, parents and staff to develop procedures and practices to successfully manage incidents of bullying should follow.

## **POLICY IMPLEMENTATION:**

Bullying is antisocial. It has no place at Toongabbie P.S. It is the responsibility of every member of the school community to be proactive in ensuring that bullying behaviour is rejected.

### **At Toongabbie P.S. we will:**

- openly talk about bullying – ‘what it is, how it affects us and what we can do about it’
- teach our children the skills that will build their self-esteem and empower them to take the responsibility for themselves – and give them the opportunity to practise these skills
- formulate a policy that clearly states what actions we will take to deal with bullying behaviour

### **We will do this using the following strategies:**

- explicit teaching – activities focusing on social skills, raising self esteem and addressing conflict resolution are a part of the school curriculum in Health and Personal Development
- bully register (detention book)
- newsletter sent home in term one explaining the sorts of behaviours that are categorized as bullying, and reminding the school community that bullying is not acceptable
- assembly reminders
- Peer Support, PBL matrix
- Refer to the “Bully Buster poster displayed around the school (attached)
- annual review of policy – evaluation survey at the end of the year.
- Utilise No Bullying website

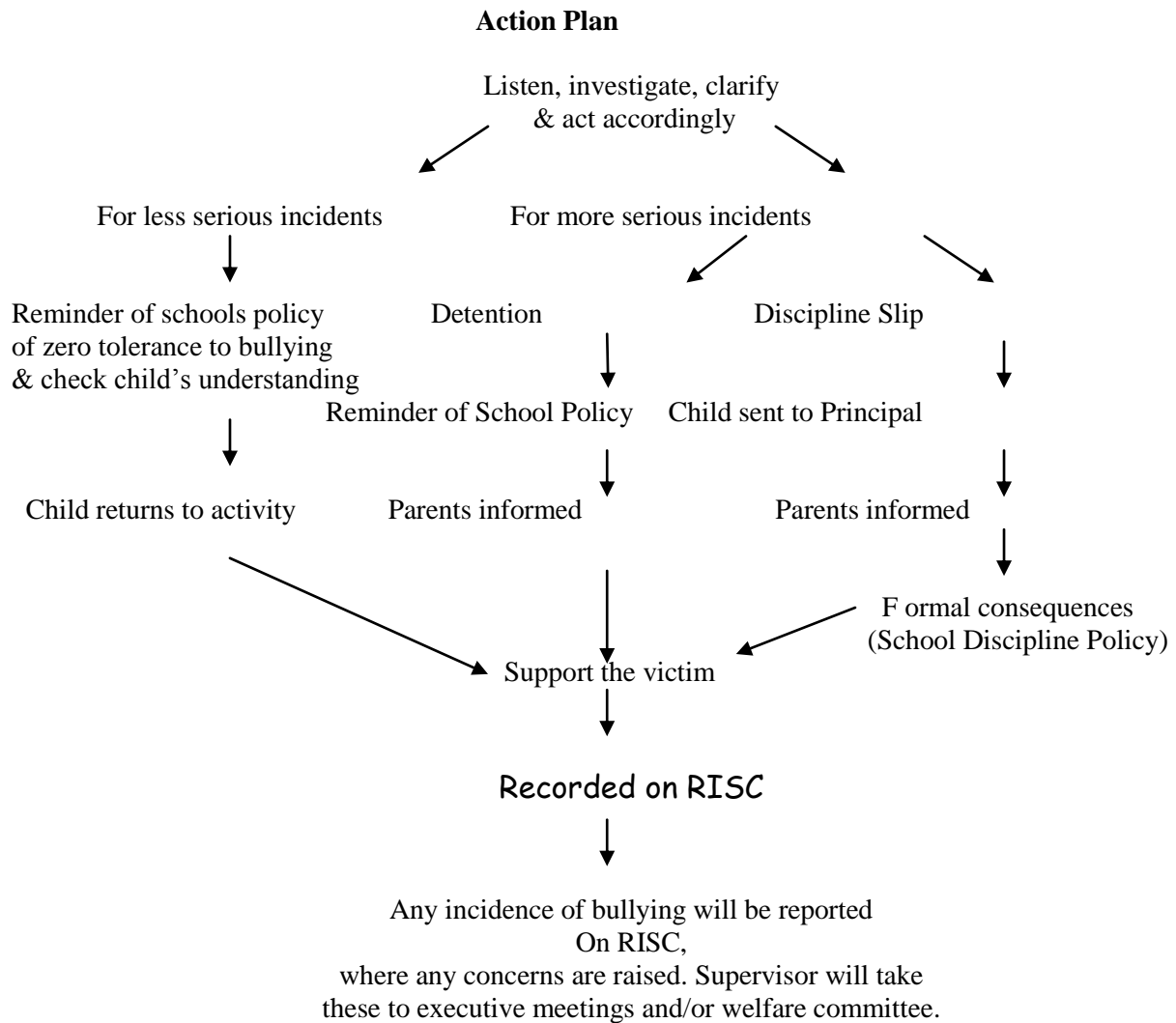
## **Reporting of Bullying**

Children and their parents can report incidences of bullying to any teacher or the Principal. Any bullying incidences that are dealt with and recorded where appropriate. The staff will be responsible for implementing the program and ensuring that incidences of bullying are dealt with in a manner consistent with the policy and as soon as possible after it is reported or observed.

## **RESPONSIBILITIES:**

### **Responsibilities of Staff**

- to model appropriate behaviours at all times
- to deal with all reported and observed incidences of bullying as set out in this policy
- to ensure that children are supervised at all times
- to ensure classrooms are safe places
- ensure that you support the victim of bullying
- treat reports of bullying seriously and take appropriate action
- participate in annual review

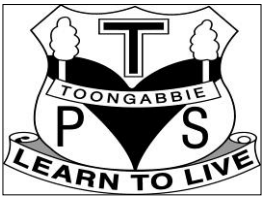


### Responsibilities of Students:

- to report if they are being bullied or if they see someone else being bullied - both at school and on the way to and from school
- to help someone who is being bullied
- to refrain from bullying others
- to actively participate in bullying lessons and programs
- to attempt to resolve issues using the strategies they have been taught in the classroom

### Responsibilities of Parents:

- to watch for signs that their child may be bullied or is bullying
- to speak to someone on staff if their child is being bullied, or they suspect that it is happening
- to reinforce the rules and strategies being taught and practised at school



## *Toongabbie Public School*

### **BULLYBUSTERS**

*Don't be a fool—Bullying is not cool*

*Don't be silent—STOP the violence*

### ***NO***

NO I won't listen to you

NO I won't stand for being bullied

NO I won't get into a verbal fight

NO I won't get into a physical fight

### ***GO***

GO away from the situation

GO to a safer or better place

Go to a trusted person -Ignore the bullying behaviour

Go a different way - Avoid the bully

### ***TELL***

TELL them to STOP

TELL them how they are making you feel

TELL a teacher, friend or trusted other

### ***DO***

DO ask “**why**” they are being so mean

DO ask how they would feel

DO try to smile and talk to them politely

DO try to make them your friend

No more anger, no more fear, no more hatred, no more tears. No more bullying or violence at TPS.

