

Smithfield Public School



Anti-bullying NSW Strategy

The NSW Anti-bullying strategy brings together evidence-based resources and information to support NSW schools, parents & carers, and students to effectively prevent and respond to bullying. Information on current research can be found in the NSW Department of Education's literature review, Anti-bullying interventions in school- what works?

The anti-bullying plan will be reviewed every three years.

NSW anti-bullying website: <https://cms.det.nsw.edu.au/antibullying->

The website supports school staff, parents and carers, volunteers and contracted staff, and students to discourage, prevent, identify and respond effectively to student bullying behaviour, where it does occur.

Smithfield PS Anti-bullying Procedure

Adopted from the NSW Department of Education Policy Library- Bullying of Students- Prevention and Response Policy: {Reference Number: PD/2010/0415/V01}

<https://policies.education.nsw.gov.au/policy-library/policies/bullying-of-students-prevention-and-response-policy>

This procedure sets out Smithfield PS's position on student bullying and the requirements for preventing and responding to student bullying, including online bullying, in NSW public schools and preschools.

The procedure applies to all student bullying behaviour, including online (cyber) bullying, and applies outside of school hours and off school premises where students have been involved and there is a clear and close connection to the school.

Activity Statement

At Smithfield Public School we value, respect and show tolerance of others in a safe and supportive environment. The Smithfield Public School community is committed to creating a dynamic, nurturing learning environment based on collaboration, equity and trust. We will comply with the NSW Education Standards Authority requirement to provide safe, inclusive and supportive environment for students.

Statement of Purpose

- SPS rejects all forms of bullying behaviour including online (cyber) bullying. Any inappropriate behaviour that gets in the way of teaching and learning at the school and interferes with the wellbeing of students cannot be accepted.
- SPS works to provide safe, inclusive and respectful learning communities that promote student wellbeing.
- The department's Behaviour Code for Students requires students to be inclusive and respect other students, their teachers, school staff, and community members, and to not bully, harass, intimidate, or discriminate against anyone in our schools. (*Refer to Department's Behaviour Code for Students*)
- SPS has established strategies and practices to encourage positive student behaviour, recognise and reinforce student achievement and wellbeing, and manage disruptive student behaviour. (As

per department's Student Discipline in Government School Policy, SPS Discipline Procedure & SPS PBL system)

- School staff encourage parental and community involvement in the school to improve student attendance, engagement, learning and behaviour.
- SPS has completed and implement the Anti-bullying Plan.

Bullying behaviour

- Bullying behaviour has three key features:
 - Intentional misuse of power in a relationships
 - Ongoing and repeated
 - It involves behaviours that can cause harm
- Bullying behaviour can also involve intimidation, victimisation and harassment, including that based on sex, race, religion, disability or sexual orientation, both online and offline.
- Bullying can be illegal if it involves behaviours that include physical violence, threats of violence, damaging property or stalking.
- Preventing and responding to bullying is the shared responsibility of all school staff, volunteers, and contracted staff employed by schools, and students, parents and carers.
- Teachers and other school staff are provided with support and professional development to discourage, prevent, identify and respond to student bullying behaviour.
- Reports of student bullying can be made to any staff member at a school. A teacher or school executive staff (such as the principal, deputy principal or assistant principal) at the school will address the reported bullying in a timely manner.
- If a student, parent or carer believes a matter is not being dealt with effectively, they can refer the matter to the school's principal (or delegate) for resolution.
- If the student, parent or carer still has concerns, after referring the matter to the school's principal (or delegate), and would like advice, they can contact the learning and wellbeing advisor or officer at the local departmental office. If the matter is then still not resolved they can contact the director, educational leadership, at the local departmental office, who must follow the Complaints Handling Policy.
- For incidents of physical violence, and where required, staff should administer first aid (consistent with their training and experience) and contact emergency services whenever necessary. Staff must also report the incident to the Incident Reporting and Support Hotline on 1800 811 523.

Some behaviours, while not bullying, are conflicts that still need to be address and resolved. Examples include:

- Mutual arguments and disagreements (where there is no power imbalance)
- Showing dislike for someone or a single act of social rejection
- One-off acts of meanness or spite
- Isolated incidents of aggression, intimidation or violence.

Responsibilities and delegations:

Teachers:

- Support the school in maintaining a safe, inclusive and supportive learning environment
- Model and promote appropriate relationships and behaviours.
- Promote a school culture where bullying is not acceptable.
- To communicate bullying incidents with parents when needed.
- Monitor and track incidences of bullying on Sentral and take appropriate action.
- Reinforce student achievement and wellbeing, and manage disruptive student behaviour as outlines in the Student Discipline in Government School Policy.
- Teach students to identify, report and respond to bullying at school and online.
- Manage reports of bullying and escalate matters to the principal (or delegate) when necessary.

- Any non-teaching staff will refer any report of bullying to a teacher or school executive staff.
- Ways to prevent or respond to student bullying behaviour are addressed through teaching and learning programs across the key learning areas including the self and relationships strand of the mandatory personal development, health and physical education curriculum.

Principals:

- Complete and implement the Anti-bullying Plan for SPS.
- Maintain a positive school climate that includes respectful relationships.
- Identify patterns of bullying behaviour and initiate school action to respond.
- Manage complaints about bullying in accordance with the Complaints Handling Policy.

Guidelines and Strategies for Parents/Guardians

How do I Know if a young person is being bullied?	What can parents do if their child is being bullied?
<p>Some signs that a young person may be being bullied include:</p> <ul style="list-style-type: none"> • Not wanting to go to school. • Have falling school grades. • Changing their route to school or become frightened of walking to school. • Changes in sleeping or eating patterns. • Frequent tears, anger, mood swings and anxiety. • Having unexplained bruises, cuts and scratches. • Missing or damaged belongings or clothes. • Asking for extra pocket money or food. • Arriving home hungry. 	<ul style="list-style-type: none"> • Do not directly approach any other student or their family. • Contact the school and make an appointment to discuss the issue. • Ask the school for a copy of their Anti-bullying Plan. • Work with your child's school to solve the problem by establishing a plan for dealing with the current situation and future bullying incidents. <p>For more information and resources, visit https://cms.det.nsw.edu.au/antibullying</p>

Monitoring and review:

- The school will review the Anti-bullying Plan every year.

FLOW CHART of Anti-bullying procedures

