



# DURI PUBLIC SCHOOL

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## Duri Public School Student Anti-Bullying Policy

### **Rationale:**

Duri Public School will provide a positive culture where bullying is not accepted. All members of the school community will have the right to a safe, secure and caring environment that is free from bullying and harassment.

We will support students in the development of resilience and positive self-esteem that can help protect them from the harmful effects of bullying, as well as help them build positive peer relationships.

### **Aims:**

- \*To ensure all reported incidents of bullying are followed up appropriately and that support is given to all affected parties
- \*To reinforce within the school community what bullying is, and the fact that it is unacceptable
- \*To inform parents of students who are involved about incidents of bullying and to enlist their support

All staff, students, parents and visitors of Duri Public School are expected to play an active role by reporting incidences of bullying.

### **Consultation**

- \*Overview in Newsletter, June 11<sup>th</sup> 2018 and an invitation to either attend the P&C or request a copy of the policy from the school office
- \*Tabled at the P & C meeting, Wednesday 13<sup>th</sup> June, 2018 with an opportunity for feedback and discussion

### **Implementation:**

- \*The school will have clear and explicit procedures for dealing with bullying
- \*All teachers at Duri share the responsibility for addressing bullying through class programs, playground duty supervision and by modelling behaviour consistent with school values
- \*Parents, teachers, students and visitors to Duri PS will be aware of the school's position on bullying

\*Duri PS will follow DET policy, guidelines and procedure regarding all bullying incidents

### **Definition:**

Bullying is the ongoing, intended, negative or harmful actions that one or more individuals do towards another individual. Those affected feel pain or distress.

Bullying can be:

- \* Emotional-being unfriendly, excluding, tormenting (eg. hiding books, threatening gestures)
- \* Physical- pushing, kicking, hitting, punching or any use of violence
- \* Racist- racial taunts, graffiti, gestures
- \* Verbal- name-calling, sarcasm, spreading rumours, teasing
- \* Sexual- unwanted physical contact or sexually abusive comment
- \* Cyber internet- misuse, mobile threats by messaging or texts, misuse of a camera or video facilities
- \* Psychological- spreading rumours, dirty looks, hiding or damaging possessions

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

**Bully (wrong-doer)** - A person who intentionally abuses the rights and dignity of another by inflicting emotional and/or physical pain with the cruel intention of crushing the spirit of their victim.

**Victim** - A person at the receiving end of a bully's abuse.

**Bystander** - A person who puts aside their virtues and knowingly contributes to the abuse of another's dignity and rights by taking no action to stop or prevent it.

### **How to recognise bullying**

Students who are being bullied or harassed may not talk about it with their teachers, friends or with the school's counsellors. They may be afraid that it will only make things worse or they may feel that it is wrong to 'tell tales'.

This is why parents and teachers have an important part to play in helping the school and the student deal with bullying. A change in behaviour in students may be a signal that they are being bullied or they have some other concern.

#### **Signs**

Some signs that a student is being bullied may be:

- \*unexplained cuts, bruises or scratches
- \*reduced ability to concentrate and learn
- \*damaged or ripped clothing
- \*vague headaches or stomach aches
- \*refusal to go to school
- \*asking for extra pocket money or food
- \*tearfulness, anxiety or difficulty sleeping

\*'hiding' information on mobile phones, emails or in comments on their social networking pages

### **What Bullying is not:**

Many inappropriate behaviours are not examples of bullying even though they are unpleasant. Examples of this include single episode mutual disagreements or acts of random aggression or intimidation.

### **Why it is important to respond:**

Bullying hurts. Everybody has the right to be treated with respect and no-one deserves to be a victim of bullying. Students who are bullying need to learn positive ways of behaving. Schools have a responsibility to respond promptly and effectively to issues of bullying.

\*All staff at Duri Public School are committed to providing a safe, caring and friendly environment for all students.

\*Bullying in any form is unacceptable. Issues of bullying will be dealt with promptly and effectively. Students who witness bullying are expected to tell staff.

### **Reporting and Responsibilities:**

#### Who to report to?

Parents and students may choose to report incidents of bullying, including cyber bullying, to their class teacher in the first instance and, if the incident is serious or unresolved, to the principal. It is difficult for the school to follow up on an incident if it is unaware of it and therefore, reporting of incidents should be made easy and encouraged.

#### How to report?

Younger students can talk to their classroom teacher, playground duty teacher or any member of staff they feel comfortable with. Teachers on playground duty will wear a high visibility vest for ease of access and students may approach them with any concerns.

Older students (years 3-6) can do the same or they can complete a classroom bullying reporting form and hand to the class teacher.

Parents may find it helpful to write down the details of the incident as a first step. A face-to-face discussion is usually the best way of reporting an incident and, if they are dissatisfied with the outcome, they can follow up with a written statement with the request for a further meeting. If seriously concerned about the manner in which the school is dealing with an incident, a parent can contact his/her local Regional Office for support.

Any reports of bullying or harassment will be documented in classroom notes and, depending on the severity, may be discussed in the Welfare section of the weekly staff meeting. Annotation will include actions taken.

### When to report?

Reporting of an incident should occur as soon after the incident as possible. This gives the school the best opportunity to follow up the incident and intervene. Anti-bullying programs/initiatives and updates to policy will be made available to the general school community via the newsletter.

### Responsibilities of school, Principal, teachers, students and parents:

Like all DET schools, we work within the guidelines of the School Discipline Policy.

A range of consequences may be used for students who bully and harass, including time spent out of the classroom or playground.

Principals can suspend and/or exclude students from school, even if the behaviour occurred outside of school hours or off site, including cyber bullying.

Police may also need to be contacted if the behaviour is considered illegal.

### **What will Duri PS do about incidents of bullying:**

\*We will listen and talk to the person who has been bullied and the person who has bullied others.

\*We will actively work to even the balance, to repair and prevent the repetition of bullying and harassment by using Restorative Practices.

\*We will put negotiated consequences in place if this is required. Consequences will allow for flexibility depending on the nature, severity and extent of the bullying. Consequences may include time out in the office, suspension or exclusion.

*Staff may also:*

\*Support students to deal with conflict and anger.

\*Counsel students who have been bullied.

\*Counsel and support students who bully others to deal with conflict appropriately.

\*Teach students about care and respect for themselves and others

\*Talk with parents and caregivers about the situation.

\*Set up processes to monitor the situation.

### **What can parents do if their child is being bullied?**

\*Fully understand what "bullying" is

\*Listen calmly to your child

\*Discourage any planned retaliation, either physical or verbal

\*Encourage positive strategies such as:

Using a strong, confident voice

Staying away from the place where the bullying is occurring.

Don't react; just walk away with your head high.

Don't show that you are scared, even though you might be.

Tell the bully "Leave me alone" and walk away confidently.

\*Let your child know that telling about the bullying or harassment is the right thing to do.

\*If necessary, assist your child in discussing the problem with a teacher/staff member

### **Duri PS are pro-active in dealing with bullying:**

*We believe that an effective strategy in anti-bullying and teaching responsible behaviours is to recognise successes through celebration. This is done at a whole school level, classroom level and individual level. Recognition that all students are individuals is fundamental. What one child will respond to will be different to what the next child will respond to, negotiation is vital.*

#### **Prevention strategies include:**

\*Using the curriculum to teach students about respectful relationships, civics and citizenship

\*Child Protection Curriculum

\*Whole School Values Program: To recognise students demonstrating and understanding School Values students are awarded Supa Kid Awards, specific assembly awards for individual values are given out to students that demonstrate these skills.

\*Ensuring students are familiar with the NSW DET 'Behaviour Code for Students'

\*Teaching students about violence prevention, conflict resolution, anger management and problem solving and developing policies which promote student safety- PD programs

\*Annually surveying students, staff, parents on bullying at our school and acting accordingly and swiftly

\*Teaching for and about diversity and tolerance- NAIDOC Day, Harmony Day, World Down Syndrome Day

\*Providing professional learning for staff in collaboration with local agencies

\*Utilising programs that promote acceptance, tolerance and citizenship- GRIP leadership, Life Education, Opportunity Hub, Drumbeats

\*Resilience sessions with our school Chaplain

\*Whole School routines and agreements

#### **Intervention strategies may include:**

\*Counselling students who have been bullied

\*Talking with parents or caregivers about the situation

\*Putting consequences in place for those who bully others

\*Teaching students not to be bystanders, to get involved, seek an adult to intervene if needed

\*Ensuring all staff know how to address bullying effectively and respectfully

\*Developing a Behaviour Management Plan or Risk assessment for students and communicating to all staff/parents

\* If none of the above sanctions succeed in stopping the child from "bullying" he/she may be suspended according to the DET Suspension Policy. Some incidents may need to be referred to outside agencies

### **Post-intervention strategies include:**

- \*Monitoring the situation between the students to ensure their safety and wellbeing are maintained
- \*Talking with parents or caregivers about ongoing strategies
- \*Reviewing our playground duty procedures to make sure they are effective
- \*Dealing with hotspots in the yard

### **Evaluation:**

This policy will be reviewed with whole staff, student, parent and community input as part of the school's three-year review cycle.

### **Further Information**

[www.bullyingnoway.com.au](http://www.bullyingnoway.com.au)

Tamworth Police Youth Liaison Officer (YLO) Senior Constable Michelle King-67682999

Police assistance Line- 131444

DECD Parent Help Line: 1800 222 696

Kids Help Line: 1800 551 800— [kidshelp.com.au](http://kidshelp.com.au)

Child and Youth Health Parent Help Line: 1300 364 100

