Anti-bullying Plan
Braddock Public School updated April 2015
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.

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

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 and Communities.

Braddock Public School supports a pro-active, preventative 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.

Braddock Public School’s Statement of Purpose:
“Safe, respectful, responsible learners.”

We believe:
• our school community should feel safe, we should be respectful to others, we take responsibility for our own actions and we try our best to be good learners.

Any form of bullying by any member of the school community is not tolerated at Braddock Public School.

Protection

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 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 gender, race, disability, socio-economic status, 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 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 (cyberbullying).
School staff have a responsibility to:

- respect and support students
- model and promote appropriate behavior
- create a safe and positive learning environment, setting clear expectations for the behavior of their students.
- have knowledge of school and departmental policies relating to bullying behaviour.
- conduct themselves in a professional manner and treat all students and adults with care and respect in accordance with the DEC Code of Conduct
- treat all reports of bullying in a fair and consistent manner.
- respond in a timely manner to all incidents of bullying according to the school’s Anti-bullying Plan
- ensure that parents and care givers are informed of any bullying incidents that involve their child as soon as practicable
- contact the Police and the School Safety and Response Unit where incidents of cyber bullying 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).

All students have a responsibility to:

- behave appropriately, respecting individual differences and diversity
- accept responsibility for their own actions and their consequences
- behave as responsible digital citizens
- follow the school Anti-bullying Plan
- behave as responsible and safe bystanders
- report incidents of bullying according to the 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, actions and expectations
- 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 welfare and discipline policies that apply to student behaviour generally.

Identification

At Braddock we encourage children to report incidents of bullying to teachers or Peer mediators. They are encouraged to be responsible and safe bystanders and report any bullying behavior they witness. This can be done directly to an adult or peer.

Prevention

Anti-bullying programs are implemented at the beginning of each year, and revisited as needed, to reinforce the school’s Anti-bullying prevention plan. Staff review and evaluate these programs annually. Anti-bullying messages are embedded across the curriculum.

Peer mediation training is implemented in Grade 4 to support the safety and wellbeing of all students throughout the school.

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 victimisation and behave as responsible bystanders
- implementation of a peer mediation program for resolving disagreements on the playground
- 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 behaviour, including working with children to build their resilience and self-esteem
- providing regular updates, within the bounds of privacy legislation, to parents or caregivers about the management of the incidents
- identifying patterns of bullying behaviour and responding to such patterns through use of Positive Behaviour for Learning (PBL)
- reporting serious incidents involving assaults, threats, intimidation or harassment to the police
- contacting the Child Wellbeing Unit or Community Services where appropriate
- promoting and publicising this Anti-bullying Plan and making it widely available to the school community on the school’s website
- monitoring and evaluating the effectiveness of the Plan
- reporting annually to the school community on the effectiveness of the Plan
- reviewing this Anti-bullying Plan with the school community as part of a two year cycle

Additional Information

**Kids Helpline 1800 555 555**

Principal’s comment

Braddock 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.
This plan has been developed by:
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UPDATED AND REVIEWED BY STAFF, STUDENTS AND PARENTS TERM ONE 2015 Mrs Kim Smith Principal

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