SHOALHAVEN HEADS PUBLIC SCHOOL

Shoalhaven Heads Public School
Anti-Bullying Plan

Last Revised 2022

Shoalhaven Heads Public School Anti-Bullying Plan

Bullying can be face-to-face, covert or online. It has three main features: it involves repeated actions, is intended to cause distress or harm, and is grounded in an imbalance of power.

This Plan demonstrates the implementation of the Bullying of Students - Prevention and Response policy which sets out the department's position on student bullying and the requirements for preventing and responding to student bullying, including online bullying, in NSW public schools and preschools.

As part of the development of our schools Anti-Bullying plan, community understanding of the issues, definitions and prevalence of bullying at our school has been collected and evaluated to ensure our plan meets the needs of the school community. All members of the school community are active participants in building a welcoming school culture that values diversity and fosters positive relationships. A key component of a supportive school culture is building respectful relationships and an ethos that bullying is not accepted, in both online and offline environments. School staff actively respond to student bullying behaviour.

Statement of purpose

Shoalhaven Heads Public School is committed to providing a safe, respectful learning environment which fosters respect for others and does not tolerate any form of bullying. No student, employee, parent, caregiver or community member should experience bullying within the learning or working environment of our school.

Students, teachers, parents, caregivers and members of the wider community have a responsibility to promote positive relationships that respect and accept individual differences and diversity within the school community.

Our school community supports the Anti-Bullying Plan through words and actions and actively works together to resolve incidents of bullying behaviour when they occur.

Types of Bullying

Verbal bullying is saying or writing mean things. Verbal bullying includes:

- Teasing
- Name-calling
- Inappropriate sexual comments
- Taunting
- Threatening to cause harm

Social bullying, sometimes referred to as relational bullying, involves hurting someone's reputation or relationships. Social bullying includes:

- Leaving someone out on purpose
- Telling other children not to be friends with someone
- Spreading rumors about someone
- Embarrassing someone in public

Physical bullying involves hurting a person's body or possessions. Physical bullying includes:

- Hitting/kicking/pinching
- Spitting
- Tripping/pushing
- Taking or breaking someone's things
- Making mean or rude hand gestures

Responsibilities

Preventative actions at Shoalhaven Heads Public School include establishing and reinforcing clear, whole-school behavioural expectations.

All staff are responsible for:

- Modelling appropriate behaviours at all times
- Teaching students' skills and strategies to deal with bullying as per the strategies outlined in this plan
- Provide curriculum that supports students to develop an understanding of bullying and its impact
- Dealing with all reported and observed incidences of bullying as set out in this plan in a timely manner
- Ensuring that students are actively supervised at all times
- Reporting incidences of bullying to the Assistant Principals or Principal consistent with school welfare reporting procedures
- Creating a culture where it is acceptable and encouraged to report incidents.
- All staff has the absolute "Duty of Care" responsibility to all students at all times

All students are responsible for:

- Talk Firmly- Tell the student using bullying behaviour that they don't like the behaviour, how it makes them feel
- Telling a teacher, AP or Principal if the behaviour continues
- Reporting if they are being bullied or if they see someone else being bullied-both at school or on the way to and from school
- Reporting any cyber-bullying to their teacher or Principal (do not delete any emails and make note of any websites)
- Behave as responsible digital citizens
- Asking to see the Assistant Principal directly to report incidences of bullying if the teacher is busy with other playground issues, or if they would prefer to do so
- Help someone who is being bullied (Upstander) by reporting it to an adult
- Do Not use bullying behaviours toward others
- Use the "High Five" strategy

All parents/caregivers are responsible for:

- Watching for signs their child may be being bullied

- Speaking with someone on the staff at Shoalhaven Heads Public School if they suspect their child is being bullied

- Instructing their children to "tell" if they are bullied

- Support their children to become responsible digital citizens and to develop responsible on-line behaviour. As a parent, model appropriate on-line behaviour.

- Work collaboratively with the school to resolve incidents of bullying if they occur

- Encourage the use of the "High Five" Strategy

- Use the bullying flowchart to have conversations with your children about conflict and bullying

Prevention

Through implementation of the school values and high expectations Shoalhaven Heads Public School will establish and maintain a positive climate of respectful relationships where bullying is less likely to occur. Shoalhaven Heads public School is committed to continue to build on the protective factors specifically designed to prevent bullying behaviour such as:

- Explicit teaching & modelling of positive behaviour that reflect school expectations

- Strong classroom management and classroom rules

- Developing and implementing a whole school Anti-Bullying program

- Explicit instruction of Department of Education units of work and PDHPE lessons anti-bullying approaches to promote positive bystander behaviour or upstander behaviour

- Embedding anti-bullying messages into the community, all curriculum areas across the school

- Restorative Justice Practices used to support and promote positive relationships (Yarning, Learning and Healing)

- Providing support and professional development for school staff as an essential component of effective anti-bullying strategies

- Treat each other with dignity and respect and develop positive relationships between teachers and students

- Establish and maintain supportive and protective student wellbeing programs including Buddy Classes, Grow Your Mind, Yarning, Learning and Healing, and Peer Support

- Explicit instruction and reinforcement of the - High Five Strategy to build student's ability to respond to conflict, display visual prompt of this strategy in every learning space

- Explicit instruction and promotion of 'Upstander' behaviour

- Explicit instruction for how to be a good friend and respectfully resolve conflict

- Effective implementation and evaluation systems

Early Intervention

Early interventions provide early support for students or groups of students identified as being at risk of bullying or developing long-term difficulties with social relationships due to bullying. Where it is anticipated that a student may be at risk of either, the following measures may be taken:

- Referral to Learning Support Team

- Participation in the Yarning, Learning & Healing process

- Development and rehearsal of social stories and strategies for teaching/coaching and practice through role play and scenarios

- Development of action plans on how to cope with difficult situations e.g.

- The High 5 Strategy"

1. Talk Friendly

2. Ignore

3. Walk away

4. Talk Firmly

5. Report

Targeted Intervention

Shoalhaven Heads Public School community is aware of the potentially harmful effects of bullying, including online bullying (cyberbullying) on young people and take reports of bullying seriously. Targeted interventions are designed for students, or groups of students identified as requiring more intensive support. Targeted intervention continues the use of prevention strategies, and provides additional support. This support is designed for students identified as showing bullying behaviour or those identified as been the subject of bullying by others. We utilise a range of responsive strategies when bullying behaviour does occur. These include:

- Teacher directed conversation

- Meetings with parents/caregivers

- Withdrawal of privilege

- In some cases, suspension warning issued

- Restorative practices (Yarning, Learning & Healing)

- Mediation

- Support group method

- Targeted, individualised learning programs, structured for the specific behaviour/s of concern

Individual Intervention

Some students are identified as using bullying behaviour. Individual intervention strategies are for those who are demonstrating ongoing bullying behaviour, these students have not corrected their bullying behaviour as a result of the previous interventions. Individual intervention may include but are not limited to the following:

- Participation in Shoalhaven Heads Public School Restorative practice process
- Targeted, individualised learning programs, structured for the specific behaviour/s of concern
- External agency involvement
- Suspension may be considered

Procedures for Reporting Bullying

All incidents of bullying are taken seriously and dealt with in a timely manner through our School Behaviour Management Plan processes. Reporting of bullying include;

- Students are to immediately report to teachers all incidents of bullying
- Parents with concerns about bullying should contact the school by phone, email or in writing
- All bullying incidents will be taken seriously
- After an incident of bullying has been established, staff will contact the parents of the student being bullied and the student doing the bullying.
- All staff to be informed of the incident of bullying so they can monitor students in the playground to maintain safety of all
- In the case of cyberbullying, the police may need to be contacted to make a report
- The principal may contact the police for incidents involving assaults, threats, intimidation or harassment

Where concerns about the safety, welfare or wellbeing of children or young people are evident these concerns must be reported to the Principal

- The principal will contact the Child Wellbeing Unit or Community services where appropriate

Identification

Shoalhaven Heads Public School records all behaviours of concern in an online database. This is regularly reviewed, monitored and discussed by executive staff, the Wellbeing Team and the Learning Support Team to identify patterns of bullying behaviour. Appropriate intervention responses will follow the above outline. The Shoalhaven Heads Checklist can be used to guide decision making regarding bullying.

What bullying is not

Single incidents and conflict or fights between equals, whether in person or online, are not defined as bullying.
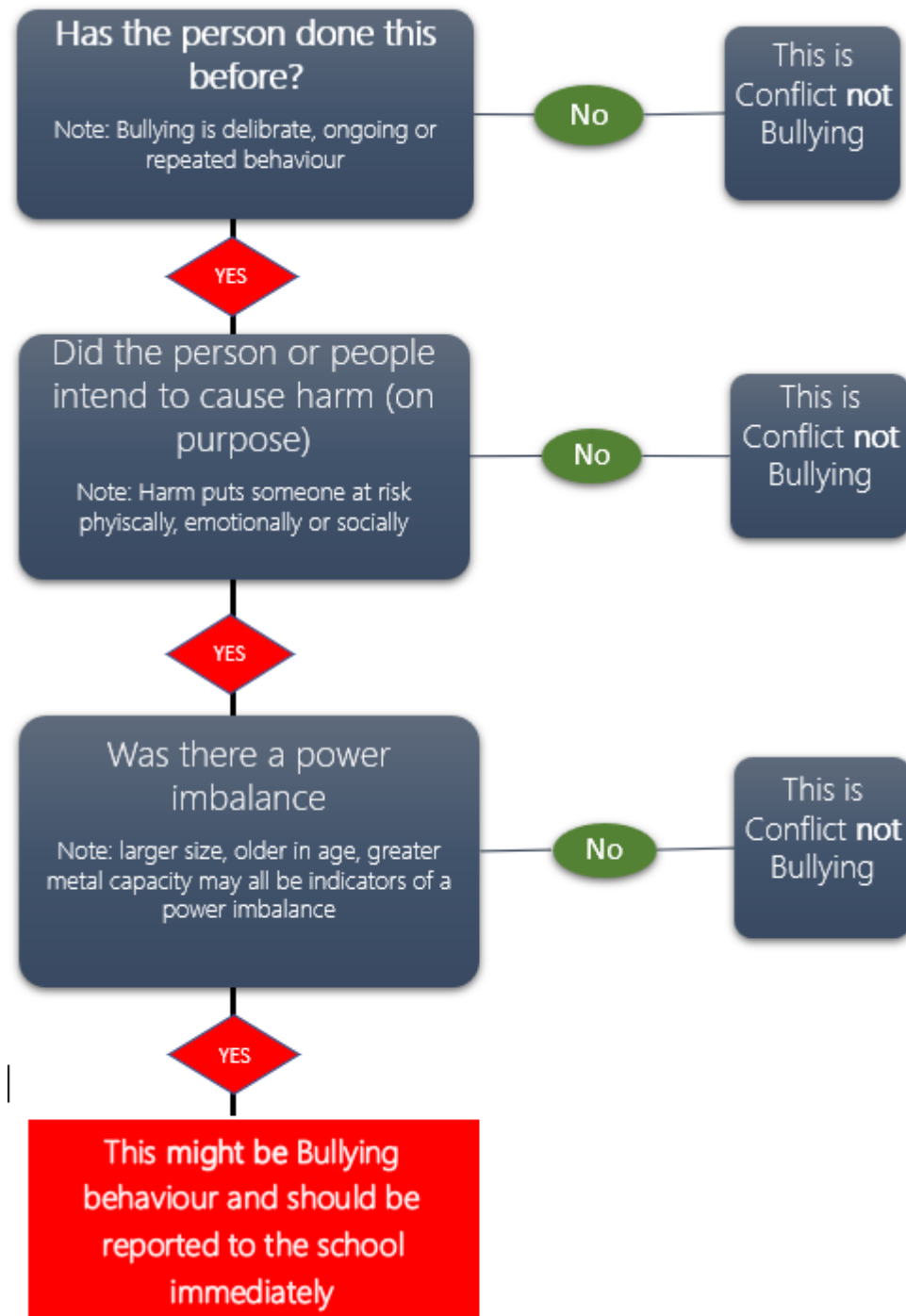- single episodes of social rejection or dislike
- single episode acts of nastiness or spite
- random acts of aggression or intimidation
- mutual arguments, disagreements or fights.

These actions can cause great distress. However, they do not fit the definition of bullying and they're not examples of bullying unless someone is deliberately and repeatedly doing them. If you find your child has been involved in some type of conflict, here are three important things you can do:

- Manage your reactions and get the facts

- Talk with your child

- Work to resolve the situation

Is it Bullying or is it Conflict

Conflict is a natural part of human relationships as people grow and change. Even though it can cause us stress and can hurt, conflict is not bullying.

Has the person done this before?
Note: Bullying is delibrate, ongoing or repeated behaviour

No → This is Conflict **not** Bullying

YES ↓

Did the person or people intend to cause harm (on purpose)
Note: Harm puts someone at risk phyiscally, emotionally or socially

No → This is Conflict **not** Bullying

YES ↓

Was there a power imbalance
Note: larger size, older in age, greater metal capacity may all be indicators of a power imbalance

No → This is Conflict **not** Bullying

YES ↓

This might be Bullying behaviour and should be reported to the school immediately

Conflict is dealt with through the Yarning, Learning, and Healing process outlined in the Shoalhaven Heads School Behaviour Support and Management Plan.

Community Awareness

This plan is published on our school website. Annual reviews include consultation with the P&C, students and staff.
Evaluation and Awareness methods include;
- Surveys of all stakeholders
- Student forums
- Bullying checklist
- Tell Them From Me
- Internal data analysis
- Compass News Feeds

The effectiveness of the Anti-Bullying plan will be reported in our Annual School Report and at P&C meetings

Additional Support Information
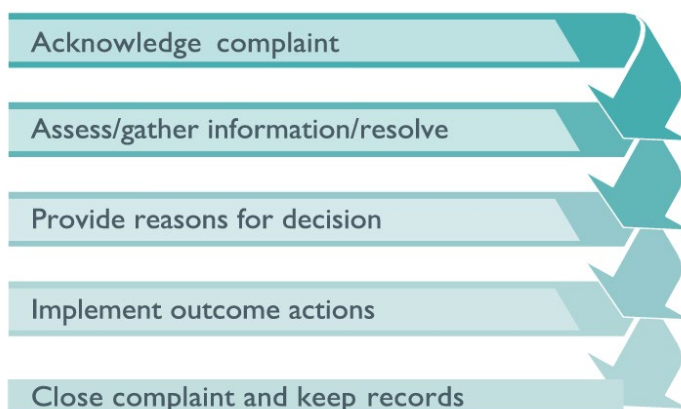
Anti-bullying parents and carers information

Kids Helpline

Bullying. No Way!

Anti-bullying policy

Complaints Handling

Shoalhaven Heads Public School is committed to respectful treatment of complaints. Wherever possible, staff should attempt to directly resolve an issue or complaint raised by a member of the school community or other person by providing feedback or relevant information. If a complaint cannot be resolved directly or face to face, it should be referred to the principal. If the complaint is about the principal, it should be referred to their supervisor. All community complaints referred to the principal are managed using the school and consumer complaint procedure. The following flow chart identifies the steps taken to manage a complaint.

The five key stages of managing a complaint are:

- Acknowledge complaint
- Assess/gather information/resolve
- Provide reasons for decision
- Implement outcome actions
- Close complaint and keep records

All complaints are treated with confidentiality and to the extent possible, the complaint managers should monitor the well-being of all parties involved in or impacted by the complaint and arrange support where available.

School complaint procedure

Plan Development Team

Sarah Baker- Principal

Tamara Burn- Assistant Principal Wellbeing

Belinda Walker- Assistant Principal/Learning and Support Teacher

Aleesha Bradshaw- School Learning Support Officer

Belinda Thomson- Parent Representative

School Contact Information

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