

Fairy Meadow Demonstration School

Anti-Bullying Plan

Preventing and Responding to Bullying in Schools



Fairy Meadow
Demonstration School
rejects all forms of
bullying.

No student, staff
member, parent,
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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.

Schools exist in a society where incidents of bullying behaviour may occur. Preventing and responding to bullying behaviour in learning and working environments is a shared responsibility of all departmental staff, students, parents, caregivers and members of the wider school community.

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.

It has been developed in consultation and collaboration with the students, through the SRC, and staff of Fairy Meadow Demonstration School, including the Positive Behaviours for Success (PBS) Team, and parents through the Parents and Citizens Association.

It should be read in conjunction with:

- FMDS Student Welfare and Discipline Policy
- Core rules of NSW Government Schools
- Values in NSW Public Schools
- Anti-Racism Policy
- FMDS School Attendance Policy
- Suspension and expulsion of school students – procedures, and
- WHS legislation and regulations.

Statement of purpose

Fairy Meadow Demonstration School is an inclusive environment where diversity is affirmed and individual differences are respected. The well-being, safety and health of our students and staff are paramount.

Fairy Meadow Demonstration School rejects all forms of bullying. No student, staff member, parent, caregiver or community member should experience bullying within the learning and working environments of this school.

Protection

This policy applies to all students' bullying behavior, including cyber bullying, that occurs at Fairy Meadow Demonstration School and preschool, as well as off-school premises and outside school hours where there is a clear and close relationship between the school and the conduct of the student.

Bullying is repeated verbal, physical, social or psychological behavior that is harmful and involves the misuse of power by an individual or group towards one or more persons.

Cyberbullying refers to bullying through information and communication technologies. Cyberbullying will not be tolerated at Fairy Meadow Demonstration School. Cyberbullying will be dealt with under the terms of the school's Anti-Bullying Plan when it relates to another school community member, is perpetrated by a school community member or is relating to the school.

Bullying can involve humiliation, domination, intimidation, victimization 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.



Conflicts or fights between equals or single incidents are not defined as bullying.

Schools exist in a society where incidents of bullying behaviour may occur. Preventing and responding to bullying behaviour in learning and working environments is a shared responsibility of all departmental staff, students, parents, caregivers and members of the wider school community.

Fairy Meadow Demonstration School maintains a positive climate of respectful relationships through full and effective implementation of the Positive Behaviours for Success (PBS) program.

This program is based on the values/expectations of “BE SAFE, BE RESPONSIBLE, BE RESPECTFUL”. It underlies and is embedded in all interactions within the school both inside the classrooms, on the playground and when students are outside the grounds when involved in sport or learning opportunities such as excursions.

Prevention and Early Intervention

Fairy Meadow Demonstration School is proactive in anti-bullying programs through:

- Positive Behaviours for Success
- Accessing Police Youth Liaison Officer to address Stage 3 students once a year regarding cyberbullying.
- Whole School Peer Support Program – Anti Bullying, each year.

Peer Support Program – Anti-Bullying

Through workshops, all students K-6 will develop an understanding of what bullying is, what it looks like and will develop strategies to successfully deal with situations where they feel they are being bullied and/or where they find themselves in a bystander situation witnessing bullying.

Workshop focus areas are

- Bullying Defined
- Unpacking Bullying:

- What does bullying look like?
- What do bullies do?
- How do I know?

- When bullying happens to you
- When you see bullying happen to someone else
- When you bully someone
- Whole school launch of ‘*Say No To Bullying*’
 - We reaffirm our commitment and resolve that bullying will not be accepted at FMDS
 - Students and staff say a pledge and sign an agreement which states that we will not tolerate bullying of any kind in the school

Response

Students have a responsibility to:

- Adhere to the School Rules, the Code of Conduct, and the NSW Department of Education and Communities Core Rules and Values
- Behave appropriately, respecting individual differences and diversity
- Follow the school Anti-Bullying Plan
- Respond to incidents of bullying according to the school Anti-Bullying Plan

Parents and Caregivers have a responsibility to:

- Support their children in all aspects of their learning
- 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
- Support all students of the school to deal effectively with bullying through the strategies of the Anti-Bullying Plan

Schools have a responsibility to:

- Develop an Anti-Bullying Plan through consultation with parents, caregivers, students and the community, which clearly identifies both the behaviours that are unacceptable and the strategies for dealing with bullying in the classroom and playground
- Inform students, parents, caregivers and the community about the School Discipline Code and Anti-Bullying Plan
- Provide students with strategies to respond positively to incidents of bullying behaviour, including responsibilities as bystanders or observers
- Provide parents, caregivers and students with clear information on strategies that promote appropriate behaviour, and the consequences for inappropriate behaviour
- Communicate to parents and caregivers that they have an important role to play in resolving incidents of bullying behaviour involving their children
- Follow up complaints of bullying, harassment and intimidation

Teachers have a responsibility to:

- Respect and support students in all aspects of their learning
- Model appropriate behaviour
- Respond in an appropriate and timely manner to incidents of bullying according to the school Anti-Bullying Plan

All members of the school community have a responsibility to:

- Promote positive relationships that respect and accept individual differences and diversity within the whole school community
- Contribute to the development of the Anti-Bullying Plan and support it through words and actions
- Actively work together to resolve incidents of bullying behaviour when they occur

Strategies to prevent bullying behaviour:

FMDS employs strategies which empower the whole school community to recognise and respond appropriately to bullying and harassment.



Strategies include:

- Code of Conduct
- School Rules
- Positive Behaviours for Success
- Classroom Rules
- Classroom programs in PDHPE, with opportunities to integrate across all KLAs
- Consistently working together to create school practices that promote respectful relationships
- Whole school programs such as Peer Support and Social Skills Programs

Strategies to effectively deal with bullying behaviour:

Bullying must be dealt with quickly and effectively. The Student Welfare Policy implements strategies to deal with bullying behaviours as they occur in the classroom or playground.

1. Reporting

- Student reports playground or classroom bullying to teacher on duty, classroom teacher or a member of the executive
- Teacher fully investigates details and where necessary a white slip is written for detention referral. Any repeating patterns should be investigated and recorded
- Students involved meet with discipline committee
- Where needed, consequences given as stated in Student Welfare and Discipline Policy (eg: timeout, detention, community service, suspension, expulsion)

2. Intervening

- Whole school and classroom programs provide lessons which teach appropriate behaviours and familiarise our students with strategies for identifying, preventing and dealing with bullying

3. *Accessing help and support*

- School Counsellors work within the school a number of days each week, and district support staff are available on call, for assistance to students, teachers, parents and caregivers
- All school staff are committed to eradicating bullying behaviours and will listen to, investigate and respond in accordance with DEC and school Student Welfare Policy to allegations of bullying in the school

4. *Communicating departmental appeal procedures*

- Fairy Meadow staff undertake to attempt to resolve all matters fully. However, where any stakeholder feels that the conclusion reached is not satisfactory, Fairy Meadow Demonstration School staff will make available to them the appropriate departmental contact information

5. *Professional Learning*

- Teachers and support staff are offered opportunities to attend relevant Student Welfare courses, including School Development Day sessions, and outside courses

Policy Monitoring and Evaluation:

Fairy Meadow will ensure that, upon enrolment, new families are given a copy of our Student Welfare Policy.

FMDS undertakes to review this policy on a regular basis, most especially if there are new adjustments necessary to meet DEC requirements.

When appropriate, programs and procedures will be modified.

Contributors to this document

The Fairy Meadow Demonstration School Anti-Bullying Plan is the result of the total commitment of the school's community to eliminate bullying in all its forms from the school.

Contributors to this document include both teaching and non-teaching staff, students, through peer group activities, and the community over an extensive period of time which has developed a culture where bullying will not be tolerated at Fairy Meadow Demonstration School.

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