



## Oyster Bay Public School ANTI BULLYING POLICY 2013

### RATIONALE

Oyster Bay Public School is an inclusive environment. The school openly celebrates diversity and individual student differences are respected and valued. Oyster Bay Public School actively seeks to ensure all students receive an education which caters to their individual student learning needs in a highly supportive and safe environment.

A cornerstone of the school's Anti Bullying Policy is its inclusiveness. The views, values and beliefs of teachers, parents, caregivers and students are reflected in this policy and therefore central to its success.

The school's values are implicit in this policy and are to underpin all decisions; Loyalty, Respect, Acceptance, A Fair Go, Compassion and Happiness

### DEFINITION

"Bullying is a pattern of repeated negative and aggressive actions or words directed towards a specific person or group that are intended to distress. It usually involves a power imbalance". (Prof. Helen McGrath)

Bullying can involve any or all forms of harassment which can include for example, reference to an individual student's sex, race, disability or sexual preference.

Examples of bullying behaviour can be manifested, but are not limited to, the following four general areas:

- **Verbal:** name calling, teasing, abuse, putdowns, sarcasm, insults, threats
- **Physical:** hitting, punching, kicking, scratching, tripping, spitting
- **Social:** ignoring, excluding, ostracising, alienating, inappropriate gestures
- **Psychological:** spreading rumours, dirty looks, hiding or damaging possessions, malicious SMS and email messages, inappropriate use of camera phones.

### STATEMENT OF PURPOSE

Oyster Bay Public School students fully engage in high quality teaching and learning practices which are specifically designed to assist them to develop pro-social skills and academic competencies. These attributes will enable them to take responsibility for their own learning and behaviour, and ultimately allow students to engage with, and contribute to the wider Australian community.

For students to positively engage in the educational opportunities at Oyster Bay School they each have an absolute right to learn in an environment where they feel, and are safe and free from any form of harassment or intimidation. Any

inappropriate behaviour that inhibits another student's right to learn or otherwise interferes with their well being **cannot and will not be accepted.**

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.
- Support the school's Anti-bullying Policy through their individual words and actions.
- Actively work together to eliminate and resolve incidents of bullying behaviour when and if they occur.

### **STUDENTS' RIGHTS**

Students at Oyster Bay Public School have the following rights:

- All students have a right to take part in learning experiences that address key understandings and skills relating to positive relationships, safety, gender equity, discrimination, bullying and harassment. These experiences will be guided by the Personal Development, Health and Physical Education syllabus and other Key Learning Areas.
- All students have a right to a high quality education.
- All students have a right to be an individual at school, regardless of intellectual or physical ability, because of race, religion, sexuality, country of origin, beliefs or any other reason what so ever.
- All students have the right to be respected and treated with fairness, empathy, compassion and kindness at school.
- All students have the right to express themselves. This means that students may engage in appropriate talk freely about their ideas and feelings when appropriate, and at appropriate times.
- All students have the right to be free from fear of bullying, harassment and, or intimidation of any sort what so ever at school.
- All students have a right to feel and be safe at school.
- All students have a right to know that their concerns will be responded to by school staff through Restorative Practices.

# Anti Bullying Plan

## Incident of Bullying

- Observed
- Reported
- Restorative Meeting (Restorative Practices implemented)

### **ANTI – BULLYING RESPONSIBILITIES**

Students, teachers, parents, caregivers and members of the wider school community have a shared responsibility to actively work together to resolve incidents of bullying behaviour when they occur and to create a safe and happy environment, free from all forms of bullying.

Each group within the school community has a specific role in preventing and dealing with bullying.

### **STUDENTS' RESPONSIBILITIES**

A student can not have Rights without having Responsibilities. Students' Responsibilities at Oyster Bay School are;

- All students have a responsibility to allow others to work without being distracted or otherwise disturbed.
- All students have a responsibility to contribute to the creation of a happy and safe school environment for others. This means being thoughtful, respectful and courteous to others at all times.
- All students have a responsibility to take care of school property and respect the property of others.
- All students have a responsibility to follow school rules in all school environments including excursions. This means observing all safety, playground and classroom rules at all times.
- All students have a responsibility not to be in the possession of illegal drugs, alcohol, tobacco, weapons, or other inappropriate item not permitted at school as per the Dept of Education and Training policy.
- All students have a responsibility not to harass, bully or intimidate other students in any manner whatsoever at school.
- All students have a responsibility to behave in a safe manner at all times
- All students have a responsibility to value the views of others and not to laugh, ridicule, or in any other manner or with any other device purposely hurt, embarrass or negatively impact on the feelings of others.

- All students have a responsibility to respect individual differences and diversity in others.

## **STAFF RESPONSIBILITIES**

To ensure these student rights wherever possible, Anti-Bullying interventions should be proactive. Interventions require the ongoing education of students to develop skills and strategies to allow them to identify, cope and prevent the bullying occurring. The key to anti-bullying interventions is to address all parties involved, that is the, bully, victim and bystander. As teachers we must respond effectively to reports of bullying, and teach appropriate prevention strategies. Proactive strategies might include, but are not limited to, the following, for example:

- Model non aggressive approaches to behaviour management.
- Remove opportunities for bullying to occur – arrive on time, group formations, positive reinforcement.
- Classroom organisation – space to move around, access to resources.
- Classroom presentation.
- Talk about bullying – definitions, myths, etc.
- Give clear messages about what behaviours are accepted.
- Display bully free classroom posters, encourage reporting, encourage empathy, no put down zones consistently implemented.
- Welcome new students, engage all students in conversation.

## **STRATEGIES TO SUPPORT BULLIED STUDENTS**

- Teach anger management skills to implement strategies.
- Teach assertiveness skills – ‘I messages’
- Conflict resolution skills
- Develop a shared concern. Listen
- Empower students in the classroom.
- Place students in situations where they experience success.
- Share stories about bullying.
- Provide safe havens.
- Consistently attempt to build self esteem through anti bullying programs.

## **STRATEGIES TO SUPPORT STUDENTS WHO BULLY**

- Build self esteem.
- No blame approach – never bully the bully.
- Look for warning signs.
- Implement consequences for bullying behaviour.
- Provide students with counselling.
- Teach self monitoring skills - behaviour chart etc

- Teach problem solving skills.
  - Cooperative learning strategies.
  - Teachers as Mentor for student
  - Empower student in classroom
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- All staff have the absolute responsibility of a “Duty of Care” to all students at all times.
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- All staff have a responsibility to manage all students fairly and evenly.
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- All staff have a responsibility to ensure that this policy is implemented at all times and in all school environments including school excursions.
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- All staff have a responsibility to follow up complaints of bullying, harassment and intimidation.
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- All staff have a responsibility to support students in all aspects of their learning
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- All staff have a responsibility to model appropriate behaviour
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- All staff have a responsibility to respond in an appropriate and timely manner to incidents of bullying

### **PARENT AND CARE GIVERS RESPONSIBILITIES**

- To support the school to eliminate bullying at this school
- To actively participate in their child’s academic learning as well as their social development.
- To participate in all reviews of the school’s Student Welfare and Discipline Policy.
- To accept a shared responsibility for the development of appropriate social behaviour in their children.
- To support the school with the development and implementation of all Student Wellbeing policies designed to assist their children to develop pro-social skills and academic competencies.

### **EVALUATION**

Evaluation of the school’s Student Wellbeing and Discipline Policy will be routinely conducted to review the relevance and efficacy of the school’s

practices, policies and teaching and learning programs. It will include discussion about the implementation of this policy and any further identified needs. **Parents and care givers will be invited to attend all policy reviews.**

In terms of this policy the following questions are examples of how the evaluation process will be structured:

- Is the policy clearly understood by all members of the school community?
  
- Is the policy meeting the needs of students and effectively eliminating bullying behaviour?
  
- Does this policy reflect **current** Departmental Education and Training policies?
  
- How positive and effective are the relationships between staff, parents and staff, and students and staff?
  
- Has staff development been sufficient to meet the needs and requirements of this policy?
  
- Is there adequate parental support and input for this policy?

**Oyster Bay Public School Staff**

*Ratified February 2013*

