



ANTI-BULLYING POLICY

AIM

The Oak Flats Public School Anti-bullying Policy sets out the procedures for preventing and dealing with bullying behaviour at Oak Flats Public School. It includes specific strategies for identifying, reporting and dealing with bullying behaviour. The Anti-bullying Policy is a key part of the school's planning for student wellbeing and effective learning. It complements the school's Wellbeing Framework and the Inclusive Education Resource Package. Bullying prevention is an important means of developing a positive school climate.

CONTEXT

Oak Flats Public School is an inclusive learning environment, where diversity is affirmed, and individual differences (age, background, ability and interests) are respected. Quality education is provided for all students to meet their learning needs in a safe, orderly and supportive environment.

For this to occur, Oak Flats Public School needs to be a place where every student can learn and grow with confidence. Students develop best in schools where teaching and learning occurs in a context of proactive and positive student welfare practices and programs. All members of the Oak Flats Public School community are committed to ensuring a safe and caring environment that promotes personal growth and positive self-esteem for all.

Oak Flats Public School needs to be a safe and happy place for students and their teachers. A focus on the wellbeing, safety and health of students informs school policies, programs and practices. Student wellbeing is enhanced when all members of the school community participate in the learning programs and life of the school. Partnership with parents, caregivers, students and the wider community are central to the success of this process. All members of the school community contribute to the prevention of bullying by modelling and promoting appropriate behaviour and respectful relationships.

PLAN STATEMENT

Oak Flats Public School exists in a society where incidents of bullying behaviour may occur. Preventing and responding to bullying behaviour in learning and work environments is a shared responsibility of all departmental staff, students, parents, caregivers and members of the wider school community. Bullying behaviour must be taken seriously and is not acceptable in any form at Oak Flats Public School. The students at Oak Flats Public School have the right to expect that they will spend the school day free from the fear of bullying, harassment, intimidation and victimisation. Students should be able to focus on their learning and enjoy positive, respectful relationships with all members of the school community.

BULLYING BEHAVIOUR

What is bullying?

Bullying is ongoing and **repeated** behaviour that causes harm to others and involves the intentional misuse of power in a relationship. Cyberbullying 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, medical condition or sexual orientation. Bullying of any form or for any reason can have long-term effects on those involved including bystanders. Bullying involves the abuse of power in relationships.

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, intimidating looks, hiding or damaging possessions, malicious online messages, cyberbullying and inappropriate use of camera phones.
- **Cyberbullying** eg bullying using digital technologies including using devices such as computers, tablets and smartphones and software such as social media, instant messaging, texts, websites and others. Cyberbullying includes abusive or hurtful texts emails or posts, images or videos, deliberately excluding others online, nasty gossip or rumours, imitating others online or using their log-in and taking inappropriate photos of others.

Conflict or fights between equals, banter or single incidents are not defined as bullying.

EFFECTS OF BULLYING

Bullying:

- devalues, isolates and frightens
- causes a decline in self-esteem and self confidence
- affects an individual's ability to achieve academically and form positive relationships with others
- has long-term effects on those engaging in bullying behaviour, those who are the subjects of bullying behaviour (targets) and the onlookers (by-standers or up-standers).

STATEMENT OF PURPOSE

Students attend Oak Flats Public School to receive a quality education that will support them to become lifelong learners and responsible and respectful citizens, who can create a positive future for themselves and the wider community. Any inappropriate behaviour that adversely affects teaching and learning at Oak Flats Public School and interferes with the wellbeing of students will not be accepted.

Students, teachers, parents, caregivers and members of the wider school community have a shared responsibility to create a safe and happy environment, free from all forms of bullying.

Students, teachers, parents, caregivers and members of the wider school community can expect:

- that students will be safe at school, free from the fear of bullying, harassment, intimidation and victimisation
- to be involved in the collaborative development of the school Anti-bullying Policy
- to know what is expected of themselves and others in relation to the Anti-bullying Policy
- that all students will be provided with appropriate support when bullying occurs.

Students, teachers, parents, caregivers and members of the wider 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 Policy and support it through words and actions
- actively work together to resolve incidents of bullying behaviour when they occur

ROLES OF MEMBERS OF THE SCHOOL COMMUNITY

Each group within the Oak Flats Public School community has specific roles to play in preventing and dealing with bullying.

Students at Oak Flats Public School can expect to:

- know that their concerns will be responded to by school staff in a timely, compassionate and age-appropriate manner
- be provided with appropriate and ongoing support (for both the subjects of and those responsible for the behaviour)
- participate 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 syllabuses and other Key Learning Areas. Expected behaviours will explicitly taught and rewarded using the PBL framework.

Students at Oak Flats Public School have a responsibility to:

- adhere to the school PBL Values of being a safe, respectful, responsible active learner
- behave appropriately and respectfully, valuing individual differences and diversity
- behave as responsible digital citizens
- follow the school Anti-bullying Policy
- behave as responsible up-standers
- report incidents of bullying according to their school Anti-bullying Policy.

Parents and caregivers at Oak Flats Public School have a responsibility to:

- support their children to become responsible digital citizens and to develop respectful on-line behaviour
- be aware of the school Anti-bullying Policy 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 Policy
- report incidents of school related bullying behaviour to the school
- work collaboratively with the school to resolve incidents of bullying when they occur
- attend parent workshops and meetings regarding bullying, whenever possible.

Oak Flats Public School has a responsibility to:

- develop an Anti-bullying Policy 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 Wellbeing Framework and Anti-bullying Policy (both available on the school's website)
- provide students with strategies to respond proactively to incidents of bullying behaviour, including the development of an Up-stander's Code that outlines the responsibilities of onlookers and up-standers.
- 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, intimidation and victimisation in a timely manner.

Staff members at Oak Flats Public School have a responsibility to:

- respect and support students and families
- model and promote appropriate and respectful behaviour
- have knowledge of and follow school and departmental policies relating to bullying behaviour
- respond in a timely manner to incidents of bullying according to the school's Anti-bullying Policy.

In addition, **teachers** have a responsibility to:

- provide teaching and learning opportunities that supports students to develop an understanding of bullying and its impact on individuals and the broader community.
- teach the school's PBL values of being a safe, respectful, responsible active learner.

All members of the **Oak Flats Public School community** have the 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 Policy through words and actions
- work collaboratively with the school to resolve incidents of bullying when they occur.

STRATEGIES TO PREVENT BULLYING

At Oak Flats Public School, strategies are in place to effectively teach the skills and understandings that will lead to preventing bullying behaviours. Research indicates that preventive strategies are effective in reducing bullying behaviours.

These strategies are:

- taught across key learning areas
- reinforced consistently through school practices that promote respectful relationships
- are aligned with the school's PBL values and framework

These strategies will:

- empower the whole school community to recognise and respond appropriately to bullying, harassment and victimisation
- contribute to the general health and wellbeing of all students.

Programs targeting peer support, peer mediation, mentoring, transition, conflict resolution and student leadership are effective ways of developing school culture and student skills.

Students at Oak Flats Public School are explicitly taught anti-bullying strategies and are supported through:

- the creation of positive classroom environments
- rewarding positive and respectful behaviour and effort
- participation in restorative practice programs
- participation in social skills programs
- participation in child protection programs
- participation in drug education programs
- participation in wellbeing programs
- participation in mental health programs
- participation in cyberbullying prevention programs
- participation in K-6 buddy programs
- participation in values education lessons
- listening to and discussing specific texts

opportunities for positive student leadership (SRC, captains and leaders)

- participation in extra-curricular programs
- participation in learning assistance programs
- an active Learning Support Team
- provision of extra-curricular activities
- participation in the weekly explicit teaching of PBL values and how they are enacted in each school setting.

STRATEGIES TO DEAL WITH BULLYING

Oak Flats Public School will deal with bullying quickly and effectively. Strategies for dealing with bullying are described clearly in the Anti-bullying Policy and are implemented consistently by school staff. Strategies for dealing with bullying are linked to the Oak Flats Public School Wellbeing Framework and encompass the range of options available to deal with unacceptable behaviours.

In dealing with bullying behaviour, Oak Flats Public School recognises the repeated and recurring nature of bullying and has mechanisms in place to identify patterns of repeated offending. These mechanisms include wellbeing records and teacher / principal / counsellor records. Students, their parents and caregivers are encouraged to be proactive in dealing with bullying, so that appropriate support can be provided to those students involved in any incident.

Oak Flats Public School has adopted a four-tier approach as well as ongoing strategies to deal with bullying.

1. Primary Prevention

- Professional development for staff, relating to bullying: awareness, policy creation, action plan creation.
- Community awareness and input relating to bullying: characteristics, programs and responses.
- Programs promoting wellbeing, resilience, life skills, social skills, assertiveness and problem solving.
- Annual review of the school's Anti-bullying Policy and procedures by school staff.

2. Early Intervention

- Encouraging students, staff, parents and caregivers to report incidents of bullying. All reported incidents to be recorded in the school's wellbeing records (Sentral).
- All staff to support and encourage students to report incidents of bullying. Encourage students to be up-standers, not by-standers.
- Parents and caregivers are encouraged to contact the school if they become aware of a problem.
- Recognition and reward for positive behaviour and resolution of problems.

3. Intervention

- Immediate separation of students involved to diffuse the situation and to ensure student safety and wellbeing remains paramount.
- Students behaving like bullies, targets and witnesses are given an equal and uninterrupted opportunity to present their version of events, both verbally and in the written form (if developmentally appropriate), ensuring an unbiased investigation. All incidents or allegations of bullying are investigated thoroughly by the Principal/Assistant Principal and documented.
- Students, parents/caregivers of students and staff identified by others will be informed of allegations.
- Consequences to be applied, determined in consultation with all students, parents/caregivers of students and staff involved. Consequences will be determined on an individual basis and may involve:
- Reflection periods
 - Participation in a review of behaviours and planning for the future in the school Reflection Room
 - Counselling for victim and bully (eg staff and counsellor provide this opportunity)
 - Withdrawal of privileges

- Behaviour monitoring
- Victims and students behaving like bullies will be offered counselling and support.
- Restorative practices are to be used to restore the relationship between those involved.
- If incidents of bullying behaviour persist, parents / caregivers will be informed and further consequences and actions implemented.
- Consequences and support for students will be guided by the Wellbeing Framework and the Inclusive Education Resource Package.

4. Post Violation

- Ongoing monitoring of identified victims and students behaving like bullies. Further interventions to be implemented as necessary according to the process outlined above under *Intervention*.
- Feedback to the victim, student behaving like a bully, teachers and parents / caregivers will be provided by the principal on the result of investigation, and the consequences and actions enacted.

Ongoing Strategies

- Support-lesson structures in place
- Reinforcement of positive behaviours
- Support structures accessible
- Recording of bullying incidents and actions taken
- Reviewing of incidents in order to determine resource allocation

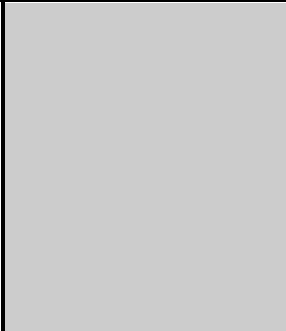
The Oak Flats Public School Anti-bullying Policy includes specific strategies for:

- reporting (by students, parents, caregivers, teachers and other school staff)
- intervening (by students, parents, caregivers and teachers)
- accessing help and support (by students, parents and caregivers)
- communicating Departmental appeal procedures (for students, parents and caregivers)
- professional learning (for teachers and other school staff).

In addition to these strategies it may be appropriate in some instances to contact:

- The Child Protection Hotline **133 627** if there is a risk of harm
- The Child Wellbeing Unit **02 9269 9400** if there are risk of harm concerns or if there is uncertainty about the risk threshold
- Support services such as Kids Helpline **1800 551 800** or the Parent Helpline **1300 1300 52**
- The Police Youth Liaison Officer **0488 088 104** or **4226 7899** (Switchboard).

Strategies for	by Students	by Parents / Caregivers	by Teachers	By Other School Staff
Reporting	<ul style="list-style-type: none"> In the first instance, report to teacher – playground or classroom, restorative practices to be undertaken To parents / caregivers To other school staff 	<ul style="list-style-type: none"> Assure child their concerns will be acted on To teachers / other school staff Written, verbal or digital Communicate & cooperate with school until resolved 	<ul style="list-style-type: none"> To principal – verbal, student wellbeing referrals To parents / caregivers (interview) 	<ul style="list-style-type: none"> To principal / teachers
Intervening	<ul style="list-style-type: none"> As for reporting Regular revision of Wellbeing Framework Empower Up-standers 'It's OK to Tell' Playground intervention, monitoring and support Student members of anti-bullying committee 	<ul style="list-style-type: none"> As for reporting Parent / caregiver meetings Articles / tips in newsletter 	<ul style="list-style-type: none"> Intervene in the first instance Note behaviours – use of Sentral, classroom records Monitor wellbeing records for patterns of behaviour Anti-bullying teaching and learning opportunities. 	
Accessing help and support	Formal and / or informal meeting with: <ul style="list-style-type: none"> Classroom teacher Identified support person 	Formal meeting with <ul style="list-style-type: none"> Counsellor Principal 		
	<ul style="list-style-type: none"> Other teachers Principal Counsellor 	<ul style="list-style-type: none"> Classroom teacher 		
Communicating Departmental appeal procedures	<ul style="list-style-type: none"> Principal DoE Officer 	<ul style="list-style-type: none"> Principal DoE Officer 		

<p>Professional Learning</p>		<ul style="list-style-type: none"> • Parent Workshops 	<ul style="list-style-type: none"> • Staff meetings to ensure consistent approach, understanding of plan and teaching and learning strategies 	<ul style="list-style-type: none"> • Staff meetings to ensure consistent approach, understanding of plan
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MONITORING, EVALUATION AND REPORTING REQUIREMENT

The Anti-bullying Policy will be reviewed annually, so that all members of the school community are aware of and remain committed to it. The Policy should reflect the current teaching and learning practices at the school. The review will provide opportunities for reflection and renewal.

Strategies to review the school Anti-bullying Policy include:

- Gathering and analysing all relevant information on the nature and extent of bullying, harassment and victimisation, including data that highlights patterns and trends, such as student / teacher / parent / caregiver surveys, wellbeing records, reflection sheets, suspension data and student wellbeing discussions both formal (eg staff meetings) and informal
- Evaluating the extent to which the school’s Anti-bullying Policy has been effective in addressing bullying, harassment and victimisation and promoting a safe and secure environment.

Oak Flats Public School will develop and implement a revised Policy, if necessary, following a review.

Oak Flats Public School will continue to monitor and evaluate the implementation of the Anti-bullying Policy on an annual basis.