



**RAINBOW STREET PUBLIC SCHOOL
ANTI BULLYING POLICY
2011**

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RATIONAL

Rainbow Street Public School is an inclusive environment. The school openly celebrates diversity and individual student differences are respected and valued.

Rainbow Street Public School actively seeks to ensure all students receive a quality education which caters to their individual learning needs in a highly supportive and safe environment. Students develop best in schools where teaching and learning occur in a context of student welfare.

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

DEFINITION

For the purpose of this policy and in accordance with the DEC, bullying can be defined as 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.

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, and or disability. 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.

Examples of bullying behaviour can include, 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 the internet.

EFFECTS OF 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 the subjects of bullying behaviour and the onlookers or bystanders.

STATEMENT OF PURPOSE

Rainbow Street 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 Rainbow Street Public 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, that is, students, teachers, parents and/or caregivers 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 Rainbow Street 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 syllabuses 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 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 whatsoever 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.

RAINBOW STREET ANTI BULLYING BEHAVIOUR MANAGEMENT PLAN

The following procedures will be followed when:

- Children are hurt physically or emotionally.
- The problem is an ongoing issue.
- Teachers are notified of a bullying incident by a parent.

The classroom teacher or Assistant Principal (AP) or Principal will:

(a) Meet with the victim(s)

- Discuss the problem and effects
- Give support and reassurance
- Seek permission from victim(s) to speak to the child who has bullied him/her
- Brainstorm workable ideas and solutions

The Assistant Principal or Principal:

(b) May bring all parties together to look for a mutual resolution to the problem, including eliciting positive steps to bring about change OR

(c) The child who has bullied or who has caused harm will send to the Reflection Room to complete a 'Reflection Room Report' (written or drawn as appropriate)

(d) Will meet with the child who bullied in the Reflection Room to:

- Discuss problems and effects
- Stress behaviour and its effects on the people involved
- Stress that it is in their power and their responsibility to change negative behaviour to positive
- Brainstorm workable ideas and solutions

(e) If this is a second warning, the Principal will determine and impose disciplinary actions e.g. suspension, so the person who bullies will understand that the school takes serious its role and responsibilities to ensure a safe place for all students.

(f) The Principal will contact the parents of the victim(s) and the child who has bullied the student(s).

(g) The Assistant Principal will then complete a 'RISC' report on the bullying incident.

NOTES:

- If it is not possible to gain a clear picture of the cause of the incident, then the classroom teachers or Assistant Principal or Principal may contact parents, informing them that an incident was reported without the matter being able to be resolved.
- Casual Teachers will refer any incidents to the Assistant Principals to follow up with the Principal.
- At the end of each term, the Principal and AP Welfare will review the 'Reflection Room' reports and RISC to identify any ongoing issues.
- If it is established at any time that a child is involved in ongoing bullying behaviour, the Principal and classroom teacher will meet with the child's parents.
- If appropriate, a referral to the School Counsellor maybe made through the Learning Support Team. This may be necessary to support a child who is involved in ongoing bullying incidents. This may provide the opportunity to involve outside agencies to support the child.
- All bullying incidents will be dealt with in line with the DEC anti-bullying and discipline policies and procedures.

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

With the notion of *Student Rights* comes the associated notion of *Student Responsibilities*. A student cannot have rights without having responsibilities.

Students' responsibilities at Rainbow Street Public 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 any other inappropriate item not permitted at school as per the Department of Education and Community 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. All students to follow the school Anti-Bullying Plan and respond to incidents of bullying according to this plan.

STAFF RESPONSIBILITIES

To ensure these '*Student Rights*,' wherever possible, anti-bullying interventions should be proactive.

Interventions requires 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. One of the ways that we will do this is through our mediation sessions in the Reflection Room.

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, consider group formations, give positive reinforcement.
- Classroom organisation – space to move around, access to resources.
- Classroom presentation.
- Talk about bullying – definitions, myths, drama, etc.
- Give clear messages about what behaviours are accepted.
- Encourage student bystanders to intervene proactively in bullying incidents not immediately witnessed by a teacher.
- Display classroom posters, encourage reporting, encourage empathy, display posters with class room rules and values.
- Welcome new students, engage all students in conversation.

STRATEGIES TO SUPPORT BULLIED STUDENTS

- Teach anger management skills.
- Teach assertiveness skills – 'I messages'.
- Teach 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.

STRATEGIES TO DEAL WITH 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 – e.g. behaviour chart etc.
- Teach problem solving skills.
- Cooperative learning strategies.
- Teachers as mentor for students.
- Empower students in classroom.
- Provide counselling in the Reflection Room.

All staff have the absolute responsibility of a “Duty of Care” to all students at all times.

All staff have a responsibility to manage all students fairly and evenly.

All staff have a responsibility to ensure that this policy is implemented at all times and in all school environments including school excursions.

All staff have a responsibility to follow up complaints of bullying, harassment and intimidation.

All staff have a responsibility to support students in all aspects of their learning.

All staff have a responsibility to model appropriate behaviour.

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 utterly eliminate bullying at this school.
- To actively participate in their child’s academic learning as well as their social development.
- To accept a shared responsibility for the development of appropriate social behaviour in their children.
- To participate in all reviews of the school’s Student Wellbeing and Discipline Policy.
- To support the school with the development and implementation of all Student Well-being 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 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?

Principals are responsible for leading the development, implementation and evaluation of the Anti-bullying Plan and for ensuring that the Plan is readily accessible to all members of the school community.

Further information on Anti-bullying in schools, contact the Coordinator, In School Programs and Suspension Centres on telephone number (02) 9266 8416 or Coordinator, Behaviour Initiatives, on telephone number (02) 9244 5192.

PROTECTION AND PREVENTION

Preventative Management

Playground Strategies

Safe Places
e.g. quiet area,
Library,
Computer Room

Consistent,
Visible
Supervision
In & out of
bound areas

STAND

Stimulating
Activities

Classroom Strategies

'No put downs'
policy

Staff model and
teach respectful
relationships and
behaviours that
demonstrate
respect and
fairness

Cooperative
learning
strategies

DET Quality
Teaching &
Learning model

Preventative Programs and Structures

Bullying Awareness

Parent Education

Teacher
Professional
Development

Explicit Anti
bullying
curriculum

Creating A Caring School Community

Values Education

Child Protection

Peer Support

Early Intervention

Theragames
targeting 'at
risk' students

Identification of
'at risk'
students at
Staff Meetings

Teacher
Mentors

RESPONSE

General Management

Reporting & Recording Procedures

Surveys

Weekly
Summary/
Reports

RISC
Entries

Anti Bullying
Committee
(Executive)

Non Blaming Approach

Name it as
bullying

Reflection
Sheets/Room

Counselling

Method of
Shared
Concern

Restorative Questions

Corridor
Conferencing

Warnings

Sanctions

Parental
Involvement

Suspension

Blaming Approach

Interviews &
requests for
changed
behaviour

Warnings

Sanctions

Parental
Involvement

Suspension

RESOURCES

Bullying No Way

<http://www.bullyingnoway.com.au/>

Cybersmart

<http://www.cybersmart.gov.au/>

Digital Citizenship

<http://www.digitalcitizenship.nsw.edu.au/>

Budd:e

[http://www.staysmartonline.gov.au/schools and teachers](http://www.staysmartonline.gov.au/schools_and_teachers)

Support

Kids Helpline

<http://www.kidshelp.com.au/>

PH: 1800 55 1800

Bibliography

Bullying Preventing and Responding to Student Bullying in Schools Policy

[https://portalsrvs.det.nsw.edu.au/f5-w-68747470733a2f2f6465747777772e6465742e6e73772e6564752e6175\\$\\$/policies/student_serv/discipline/bullying/PD20100415_i.shtml?query=bullying](https://portalsrvs.det.nsw.edu.au/f5-w-68747470733a2f2f6465747777772e6465742e6e73772e6564752e6175$$/policies/student_serv/discipline/bullying/PD20100415_i.shtml?query=bullying)

Student Welfare Policy

[https://portalsrvs.det.nsw.edu.au/f5-w-68747470733a2f2f7777772e6465742e6e73772e6564752e6175\\$\\$/policies/student_serv/student_welfare/stude_welf/PD20020052.shtml](https://portalsrvs.det.nsw.edu.au/f5-w-68747470733a2f2f7777772e6465742e6e73772e6564752e6175$$/policies/student_serv/student_welfare/stude_welf/PD20020052.shtml)

Taking action:

www.schools.nsw.edu.au/media/downloads/schoolsweb/studentssupport/studentwellbeing/antibullying/takingaction.pdf

Collaborative Approaches

www.bullyingnoway.com.au/issues/collaborative.shtml