

## CADDIES CREEK PUBLIC SCHOOL

# **ANTI - BULLYING PLAN 2009**

Caddies Creek Public School has amongst its aims the provision of an environment in which each student is personally involved, in which each can develop as a person of integrity, social conscience and courage.

To this end, we aim to establish a community in which everybody feels valued and safe, and where individual differences are appreciated, understood and accepted. Every student has a right to enjoy his or her time at school.

This community does not tolerate bullying or harassment. Respect for others is expected.

### **RIGHTS AND RESPONSIBILITIES**

Each member of the Caddies Creek community shares in the following rights and responsibilities:

To feel safe  
To respect self  
To learn and grow  
To respect others  
To be respected  
To use commonsense  
To be valued  
To support others

### **DECLARATION OF THE RIGHTS OF ALL INDIVIDUALS AND GROUPS TO BE FREE FROM BULLYING**

- Everyone has the right to feel safe and be safe at school.
- Everyone has the right to be accepted and respected.
- Everyone has the right to be happy about coming to school.
- Everyone has the right to have his or her concerns taken seriously and appropriate action taken.
- Everyone has the right to have his or her concerns dealt with in private.
- Everyone has the right to a quality educational program devoid of disruption.

### **AIMS**

- To reinforce within the school community what bullying is and that it is unacceptable behaviour.
- To eliminate or reduce any form of bullying that occurs at Caddies Creek Public School.
- To assist students to resolve conflicts and differences without bullying.
- To encourage all members of the school community to be alert to signs and evidence of bullying, to have a responsibility to report it to teachers, parents and/or peers.
- To ensure that all reported incidents of bullying are followed up appropriately and that support is given to victims and the bullies.
- To seek parental and peer group support and co-operation at all times.
- To educate students, teachers and parents in anti-bullying actions.
- To foster a happy school climate where students feel safe and confident that teachers will listen and follow through concerns.

### **DEFINITION: WHAT IS BULLYING?**

Bullying is a form of aggressive behaviour, which is usually hurtful and deliberate; sometimes continuing for weeks, months or even years and it is difficult for those being bullied to defend themselves. Underlying most forms of bullying behaviour is an abuse of power and a desire to intimidate and dominate. (Sharp & Smith, 1994). It is important, though, to distinguish between bullying behaviour and other playground behaviour such as disagreements about games and one-off difficulties between students.

## **Bullying Behaviour is NOT**

- Children not getting along well
- A situation of mutual conflict
- Single episodes of nastiness or random acts of aggression or intimidation

## **There are seven key elements of Bullying:**

1. An intention to be hurtful.
2. The behaviour harms the target.
3. The bully overwhelms the target with his or her power.
4. There is no justification for the action.
5. Action/behaviour is repeated.
6. Bully gets satisfaction/enjoyment from hurting the target. (Rigby, 1996)
7. Bullying affects those watching the incident as well as the primary participants.

## **Some examples of bullying include:**

### Verbal

- Threatening
- Teasing, mocking and using put-downs
- Gossip – spreading information (true or untrue)
- Using offensive names
- Making offensive comments about others or their families
- Using threats to stop people going to the toilet or to take their money, food or other belongings
- Name-calling, hurtful or racist names

### Physical

- Hitting,
- Kicking,
- Spitting
- Tripping
- Intentionally interfering with someone's game

### Social

- Leaving someone out of a group to be mean to them
- Making inappropriate gestures
- Deliberately ignoring
- Sexual innuendo and harassment
- Writing graffiti about another
- Isolation, ostracism

### Psychological

- Spreading rumours
- Hiding or damaging possessions
- Malicious SMS, email and written messages

## **ACTIVITIES WHICH PROMOTE COOPERATION, CONSIDERATION AND HARMONY AT CADDIES CREEK**

- Elective and structured activities at some lunch breaks (e.g., Drama, dance, SRC activities, computers, sports equipment)
- Programs which promote resilience, life skills and social skills, assertiveness, conflict resolution and communication skills. (e.g. Peer Support, Stop Think Do, Buddy Programs, Child Protection)
- The constant recognition of students for positive behaviours (Caddies Credits, Excellence Awards, Principal's Distinctions, etc.)
- Vigilant staff supervision of set areas in playground.

## **IMPLEMENTATION**

Students, teachers, parents and the community will be aware of the school's position on bullying which is that bullying will not be tolerated. The school will also adopt a five point strategy against bullying, which includes:

- Reporting
- Intervening
- Accessing help and support
- Communicating Departmental appeal procedures
- Professional Learning

### **Reporting (by students, parents, caregivers and teachers)**

- Teachers to regularly remind students to report incidents, and reinforce that reporting is not dobbing.
- Parents are encouraged to contact the school if they become aware of a problem.
- Once identified, the bully, victim and witnesses will be spoken with; all incidents or allegations of bullying will be fully investigated.
- Community awareness and input relating to anti-bullying, its characteristics and the schools' programs and response. (e.g. weekly newsletter, parent forums)
- Maintain the Student Representative Council and class meetings to help solve problems which arise regarding bully and the victim.

### **Intervening (by students, parents, caregivers, teachers and other school staff)**

- Possible consequences may involve:
  - I. Warning
  - II. Removal to the class supervisor or principal
  - III. Orange Slip and/or Red Slip- Parental contact
  - IV. Negotiated contract
  - V. On-going monitoring
  - VI. Timeout from the class/ playground
  - VII. Mediation sessions with the victim to reconcile differences
  - VIII. Referral to external agencies
  - IX. Class/group changes
  - X. Behaviour guidance programs (e.g. anger management, social skills, anxiety)
  - XI. Referral to the Learning Support Team
  - XII. Suspension (in extreme cases)
- Consideration as to why the bullying occurred will be investigated. (e.g. The bigger picture or contributing factors)
- Teachers use a class and playground management plan if an incident of bullying occurs.

### **Accessing Help and Support (by students, parents and caregivers)**

- Both bully and victim are to be offered basic assistance and support (i.e. outside school resources through counselling may be utilised if deemed necessary)
- A meeting of relevant persons is to be convened following identification of on-going bullying behaviour. (Principal, class teacher, parents, students, other) All issues relevant to the behaviour of the student are considered.

### **Communicating Departmental Appeal Procedures (for students, parents and caregivers)**

- Caddies Creek Public School's Discipline Policy (Conduct Code) outlines appropriate procedures of the consequences for inappropriate behaviour in the classroom and in the playground, in line with Student Discipline in Government Schools.
- Parents are aware of the procedures if they wish to file a complaint/appeal regarding any bullying matter. As part of our Conduct Code, they are invited to come to the school for an interview.
- If a parent is not satisfied with the school's response to the matter, they are invited to contact the School Education Director.

### **Professional Learning (for teachers and other school staff)**

- Through a shared understanding of consistency with discipline at Caddies Creek, teachers convey to students their roles and responsibilities along with the knowledge and understanding of what behaviour is acceptable in the school. (i.e. consistent classroom/school rules displayed in the school)
- Teachers are aware of the Departments most recent Anti –Bullying Plan for Schools and have had input in the formation of this document.

### **ADVICE TO BE GIVEN TO STUDENTS WHO ARE BEING BULLIED**

The student should be encouraged to –

- Ask the bully to stop. State quite clearly that the behaviour is unwelcome and offensive eg "Please stop, I do not like it"
- Child has the responsibility to go and tell somebody (No, go, tell)
- Use PBL (Positive Behaviour for Learning) strategies in the playground (be friendly, be firm, ignore, walk away, tell a teacher)
- Report the bullying to a member of staff and feel confident that any incident can be resolved satisfactorily
- Seek help. Talk about the experience to someone who is trustworthy (Student Counsellor, parent, peer).

Other 'self protective' strategies that might be suggested include:

- Staying away from the bully, or places where bullying occurs.
- Be with friendly, supportive friends.

## **ADVICE TO BE GIVEN TO STUDENTS WHO KNOW SOMEONE ELSE IS BEING BULLIED**

Recent studies have shown that bystanders are one of the key elements in reducing the impact of bullying. Students should be made aware that early intervention can defuse conflict situations before bullying sets in or gets out of hand. Therefore, the following suggestions should be made:

- If possible, intervene as the bullying occurs by telling the bully to stop. This is very useful if the onlooking student has influence with the bully.
- Refuse to join in with the bullying.
- Support students who are being bullied – just standing by them can be enough.
- Tell an adult if you are concerned about the bullying.
- It is every student's right and responsibility to report bullying whether it happens to oneself or to someone else.

## **THE ROLE OF PARENTS**

The following suggestions are made to parents through print materials and at Parent Information meetings.

### **Take an active interest**

- in your child's social life
- in what is happening at school

### **Encourage your child**

- to bring friends home
- to accept and tolerate differences in others

### **Build your child's self-confidence**

- by recognising and affirming his/her positive qualities
- by valuing him/her for who he/she is.

### **Discuss with your child**

- the school's expectations about behaviour
- ways to respond if his rights are infringed

### **Encourage constructive responses**

- physical bullying or persistent teasing should be reported
- hitting back or retaliating with name-calling won't solve the problem

### **Set an example**

- be firm, but not aggressive in setting behaviour limits
- be positive in things you say and do

### **Be alert for signs of distress**

- unwillingness to attend school
- dropping off in academic performance
- damaged clothing and frequent loss of personal property
- loss of confidence and uncharacteristic mood changes
- withdrawal from social activities.

### **ACT**

- If your child is being bullied at school, report it to a teacher, or the Principal. Your report will be followed up.