Objectives – Policy Statement

The NSW Department of Education and Community 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.

Audience and Applicability

The policy applies to all student bullying behaviour, including cyber bullying, that occurs in NSW government schools and pre-schools, and off school premises and outside of school hours where there is a clear and close relationship between the school and the conduct of the student.

At Artarmon Public School we believe:

- Every person has the right to be treated as an individual and with dignity.
- Every person has a right to feel safe.
- Every person has a right to be able to learn, free from anxiety.
- Bullying is not acceptable in our school.

Expectations for the Artarmon Community

- We behave, speak and treat one another in respectful ways.
- We understand that everyone is different, and we respect those differences.
- We look out for one another, and offer our support when others need our help.

What is the definition of 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.

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.

**Verbal Bullying** includes name calling, insults, teasing, racist remarks, threats and any verbal behaviour designed to hurt another.

**Physical Bullying** includes physical harm to an individual or group, intimidation by threatening physical harm, rude gestures, taking or damaging belongings – ie any form of physical behaviour which hurts others or their property.

**Psychological or Social Bullying** includes spreading unpleasant rumours, writing nasty notes, excluding someone from a group and isolating someone by preventing others from befriending them.

**Cyberbullying** refers to bullying through information and communication technologies.
Policy Aims
This policy aims to ensure:

- Our school is a safe environment.
- Teachers, students and parents are aware of and encouraged to implement positive strategies to prevent and address school bullying.
- Teachers, students and parents are knowledgeable about the nature, causes and consequences of bullying and the procedures that have been set in place to address bullying in the school.
- Teachers, students and parents are committed to collaborate on maintaining a bully-free environment.
- Students are taught positive social interaction skills and strategies to manage bullying.
- Students are rewarded for interacting with members of the school community in a positive manner.
- Teachers are aware of their role in fostering the knowledge and attitudes which will be required to achieve the above aims.

Guidelines for Addressing Bullying
The school will address all bullying in a serious manner. Those who bully others will be given every opportunity to change their behaviour and reflect on the consequences of their actions on others and choose more acceptable ways of behaving. Everyone in our school will play a part in reducing and preventing bullying.

Staff Responsibilities
All members of the school community contribute to the preventing bullying by modeling and promoting appropriate behaviour and respectful relationships.

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
- Be familiar with the school Code of Conduct and management system, including the contents of this policy.
- Respond to early signs of distress in students. These early signs can include an unusual lack of concentration or inappropriate behaviours such as aggressive behaviour, outbursts and poor school attendance.
- Seek advice and support from colleagues when unsure as to how to respond to and address specific bullying incidents.
- Encourage students to report situations of bullying by: listening carefully and avoiding giving judgments when reports are made, and remaining calm and understanding of the student’s/parent’s/colleague’s concern.
- Provide curriculum and pedagogy that supports students to develop an understanding of bullying and its impact on individuals and the broader community.

School Executive Responsibilities
Members of the school executive contribute to preventing bullying by modeling and promoting appropriate behaviour and respectful relationships.

School Executive have a responsibility to:

- Respond in a timely manner to incidents of bullying (refer to DEC definition).
- Notify parents/caregivers of students being bullied.
- Notify parents/caregivers of students accused of bullying.
- Provide support and monitor student behavior in collaboration with staff.
**Student Responsibilities**

A strong anti-bullying stance by students contributes in a major way to making the school a safe place. 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 by standers.

**Parents and Caregivers**

Parents and Caregivers have a responsibility to:

- Support their children to become responsible citizens and to develop responsible on-line 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 to the school (refer to definition).
- Work collaboratively with the school to resolve incidents of bullying when they occur.
- Allow the school to collect information and manage the situation and be aware it is not appropriate for parents to approach alleged bullies or victims.

**The School Community**

All members of the 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 Plan through words and actions.
- Work collaboratively with the school to resolve incidents of bullying when they occur.

**Other behaviour and management policies form part of this program:**

- Code of Conduct and Step Program
- Child Protection
- The Complaints Handling Policy
- Prevention of Bullying in the Workplace (intranet only)
- Bullying: Preventing and Responding to Student Bullying in Schools Policy This policy replaces the Anti-Bullying Plan for School (2007)