



Anti-Bullying Policy

Introduction

Bondi Public School is an inclusive environment, where diversity is affirmed and individual differences are respected. Bondi Public School staff, students and parents do not tolerate bullying in any form. All members of the school community are committed to ensuring a safe and caring environment which promotes personal growth, positive self esteem and effective learning. Partnerships with parents, caregivers, students and the wider community are central to the success of the anti-bullying process.

At Bondi Public School our priorities are to:

- enhance student achievement by providing a challenging, caring and supportive learning environment that is:
 - Safe and secure
 - Inclusive
 - Free from bullying, harassment, intimidation and victimisation
- Value and model tolerance and acceptance.
- Promote a positive, supportive and effective learning community.
- Promote Quality Teaching and Learning.
- To identify, respond quickly and effectively and decrease bullying.

Identifying Bullying Behaviour

- Bullying can be defined as intentional, repeated behaviour by an individual or group of individuals that causes distress, hurt or undue pressure.
- Bullying involves the abuse of power in relationships. Bullying can involve all forms of harassment (including sex, race, disability, homosexuality or

transgender), humiliation, domination, intimidation and victimisation of others.

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, dirty looks, hiding or damaging possessions, malicious SMS and email messages, inappropriate use of camera phones.

Responsibilities

It is the shared responsibility of students, parents, caregivers and teachers when dealing with bullying behaviour.

Students can expect to:

- Be treated with dignity and respect and in return they will treat others appropriately.
- Be listened to if a problem arises and know that concerns will be dealt with by staff.
- 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.

Staff can expect to:

- Be treated with dignity and respect and in return staff treat parents, colleagues and students in the same manner.

- Promote positive relationships that respect and accept individual differences and diversity within the whole school community.
- Follow procedural fairness in line with the Anti-Bullying policy ensuring that all bullying complaints are followed up and dealt with effectively.

Information for Parents: The Bullies and the Victims

Children who are being bullied feel powerless to stop it happening. They may be angry, frightened or bewildered. No one should underestimate the fear that a bullied child feels.

Bullies must expect to be punished, but punishment alone will not solve the problem. If it is not backed up by other actions, it may just drive the problem underground.

Parents, teachers and students must be prepared to talk so that everybody understands how others feel. Victims and witnesses need to be encouraged to speak up.

Experts say there are two reasons people bully others. One is because they enjoy the feeling of power it gives them. The second is because members of a group can feel closer to each other by picking on an 'outsider'.

The research tells us some important things about bullying:

- Bullies can also be victims
- Bullies often think that what they are doing is just a bit of fun
- When a group bullies an individual there may be little sense of guilt because of the shared responsibility – but the effect on the victim can be devastating.

There is no foolproof way to identify a bullied child. Physical injuries are rare. Other signs, such as the unexplained illnesses or a reluctance to go to school may have other explanations. Parents can tell when their child is unhappy and it is important to trust your instincts and discuss your worries with your child as well as the school.

Dob On Bullies (DOB) - How to report a bully:

Parents discuss the problem with their child and encourage them to approach the teacher they feel comfortable with to report the problem. Check that they have done this.

Parents approach the class teacher and report the problem.

School Strategies

- Discuss the problem with the child. Encourage them to talk about it and reassure them that the situation will change.
- Prepare and rehearse appropriate responses to bullies.
- Class and school rules negotiated and promoted regularly.
- Anti-bullying Program/Unit of Work is to be included as part of the PD/H/PE curriculum. E.g. Bounceback, Philosophy for Children
- Student leaders attend an annual leadership conference.
- Encourage a strong Student Representative Council that models appropriate behaviour and helps to monitor bullying incidents.
- Display Dob on Bullies (DOB) in every classroom.

Procedures for dealing with Bullying Behaviour

Bullying incidents will be dealt with as a breach of discipline under the School Discipline Policy.

Teachers and students deal with non-violent incidents locally, quickly and effectively.

Principal/executive staff member and parents deal with incidents involving violence, higher order or repeated offences. This may lead to suspension in accordance with the School Discipline Policy.

Staff to monitor incidents by keeping a record, following up on past incidents and providing support for victims through counselling.