



## PREVENTING AND RESPONDING TO STUDENT BULLYING IN SCHOOLS IMPLEMENTATION PROCEDURES

### *Eleebana Public School*

This document describes the practices to be undertaken by Eleebana Public School based on the DoE policy: Bullying preventing and responding to student bullying in schools:

<https://education.nsw.gov.au/policy-library/policies/bullying-of-students-prevention-and-response-policy>

#### **Objectives - Policy statement**

The NSW Department of Education 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.

#### **Applicability**

This policy applies to all student bullying behaviour, including cyberbullying, in our school and outside of school hours where there is a clear and close relationship between the school and the conduct of the student.

#### **Definition**

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. Cyber bullying 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, homosexuality or transgender. Bullying of any form or for any reason can have long-term effects on those involved including bystanders.

***Please note: Conflict or fights between equals or single incidents are not defined as bullying.***

#### **Responsibilities and delegations**

The Principal will:

- Ensure that the school implements an Anti-bullying Plan;
- Monitor and evaluate the effectiveness of the Plan;
- Report annually to the school community on the effectiveness of the Plan;
- Report incidents involving assaults, threats, intimidation or harassment;
- Contact the Child Wellbeing Unit and/or Community Services, where appropriate;
- Maintain a positive climate of respectful relationships where bullying is less likely to occur;
- Share contact details for support agencies with the entire school community;
- Ensure these details are published on the school website; and
- Empower the whole school community to recognise and respond appropriately to bullying, harassment and victimisation and behave as responsible bystanders

The Learning Assistance Support Team will:

- Identify students who are at risk of not developing long term difficulties with social relationships;
- Implement early intervention support for students identified at risk of not developing appropriate social and/or relationships skills;
- Maintain records of students who are identified as having been bullied or engaging in bullying behaviour;
- Develop and implement early intervention strategies for the above students;
- Develop and publicise clear procedures for staff to report incidents of bullying; and,

- Facilitate pedagogical learning that supports students to develop an understanding of bullying and its impact on individuals and the broader community.

Teachers will:

- Develop student understanding of bullying behaviour, capturing all forms of bullying including cyber bullying.
- Embed anti bullying messages into each curriculum area.
- Follow procedures to report bullying incidents.
- Implement programs, as directed by the Learning Support Team, for students experiencing difficulties with social relationships, or who have been bullied or engaged in bullying behaviours.
- Model and promote appropriate behaviour
- Respond in a timely manner to incidents of bullying according to the school's Anti-bullying Plan
- Provide curriculum that supports students to develop an understanding of bullying and its impact on individuals and the broader community.

Students will:

- Behave appropriately, respecting individual differences and diversity
- Behave as responsible digital citizens
- Follow the school Anti-bullying Plan
- Behave as responsible bystanders
- Report incidents of bullying according to their school Anti-bullying Plan.

Parents and Caregivers will:

- 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 behaviour to the school
- Work collaboratively with the school to resolve incidents of bullying when they occur.