



Anti Bullying Code: School Policy and Procedures on Bullying

This policy is consistent with:

The Birchgrove Public School's Statement of Purpose

State Government Anti-Discrimination Legislation.

The NSW Quality Teaching Document

NSW Department of Education and Training Document

NSW Department of Education and Training Document Anti-Bullying Code

The National Safe Schools Framework 2004

Restorative Practice Approach

Aim

The aim of this policy is to ensure that Birchgrove Public School is a safe environment, free from bullying, for all members of the School Community.

Definition

- Bullying involves one or more people exerting power or dominance over another or others.
- Bullying behaviour is deliberate, unwelcome, uninvited and usually repeated.
- Bullying involves behaviour which is physical, verbal, psychological or social/relational.
- Bullying includes a wide range of conduct that causes another person to feel embarrassed, offended, hurt, humiliated, ridiculed, angry or afraid.
- Bullying can have serious long-term effects on the health and wellbeing of young people.
- Bullying may also involve inappropriate adult behaviour.

Objectives

- To reduce the incidence of bullying.
- To counter the view that bullying is an inevitable part of school life.
- To create a supportive climate and break down the secrecy surrounding bullying.
- To provide staff, students and parents with options to respond to bullying.

Responsibilities

Student: If a student feels that they are being bullied or have witnessed bullying behaviour they should:

- Tell the person that it is bullying behaviour and to stop the behaviour.
- Support the person who is being bullied (Bystander's code) and request help from a teacher at the time of the incident.
- Report the behaviour to the classroom teacher or a teacher of the student's choice.
- Refrain from bullying others.
- Choose to talk to a Peer or Buddy.

Teachers: If a student reports a bullying incident or a teacher witnesses an incident of bullying, he/she will:



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- Listen and improve the support to the child being bullied by acknowledging the nature and seriousness of the bullying behaviour.
- Be aware of the needs of all students to debrief when a bullying incident has occurred, especially those children who have previously been bullied.
- Find out the background and attempt to resolve the incident.
- Record the incident in the Blue Book.
- Refer the incident to the Stage Supervisor.
- Offer the student who was being bullied the option of Peer Mediation.

Stage Supervisors: If a student or a staff member reports an incident of bullying to the stage supervisor he/she will:

- Provide support to the student being bullied.
- Contact the parents/carers of the child being bullied
- Record and monitor incidents of bullying behaviour.
- Put in place anti-bullying procedures as appropriate. eg. Ask the perpetrator to acknowledge the behaviour and agree to stop it. (See Bullying Reflection Form.)
- Arrange a Restorative Justice Conference.
- Contact Parents/Carers of the student who has been bullying another /others
- Encourage the student being bullied to report similar behaviour if repeated
- Keep the class teacher involved

School:

- Dissemination of Anti Bullying Policy and Procedures
- Inclusion of anti- bullying practices in the school Curriculum
- Parents and Carers:
- Encourage students to discuss the effects and consequences of bullying.
- Encourage students to report any incidents of bullying.
- Contact the school if they are aware that any child is being bullied or suspect that a child is being bullied.

Restorative Conferencing recognises that bullying is a violation of people and relationships and aims to identify obligations and promote restoration and healing. The Stage Supervisor will arrange a Restorative Conference.

It is a way of responding to conflict which:

- Supports those affected
- Allows for understanding of the wrong doing
- Gives ownership of the problems created
- Moves people from the past to the present and the future
- Gives people the chance to fix things with support
- Respects people and leaves their dignity intact
- Before a successful conference can be held:
- Supervisors need to do the background research into the incident/s
- The offender needs to accept responsibility for his/her behaviour.