



Anti Bullying Code: School Procedures on Bullying

This procedure is consistent with:
State Government Anti-Discrimination Legislation.
The NSW Quality Teaching Document
NSW Department of Education Anti-Bullying Code
ESafety Commissioner
Anti Bullying Intervention What Works
Restorative Practice Approach
Positive Behaviour for Learning (PBL)

Aim

The aim of this procedure 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, social or cyber.
- 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.



Birchgrove Public School Anti- bullying

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

- 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 on Sentral.
- Refer the incident to the Stage Supervisor.
- Offer the student who was being bullied the option of Peer Mediation.
- Have open conversations with students, in classrooms and whole school assemblies/

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 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.