

Positive Relationship Plan

Sherwood Ridge Public School





Bullying:

Preventing and Responding to Student Bullying in Schools Policy (2011)

The NSW Department of Education and Communities 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.

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. 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.

Conflict or fights between equals or single incidents are not defined as bullying.

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.

The term “bullying” has a specific meaning. The school’s Anti-bullying Plan sets out **the processes for preventing and responding to student bullying**. The school has a range of policies and practices, including welfare and discipline policies that apply to student behaviour generally.

Schools exist in a society where incidents of bullying behaviour may occur. Preventing and responding to bullying behaviour in learning and working environments is a shared responsibility of all departmental staff, students, parents, caregivers and members of the wider school community.

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 according to the school’s Anti-bullying Plan.

In addition, teachers have a responsibility to:

- provide curriculum and pedagogy that supports students to develop an understanding of bullying and its impact on individuals and the broader community.

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 bystanders
- report incidents of bullying according to their school Anti-bullying Plan.

Parents and caregivers have a responsibility to:

- support their children to become responsible citizens and to develop responsible online 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.

All members of the school community have a 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.

Our School's Positive Relationship Plan

This plan outlines the processes for taking reasonable steps to prevent and respond to student bullying in our school and reflects the Bullying: Preventing and Responding to Student Bullying in Schools Policy of the New South Wales Department of Education.

At Sherwood Ridge Public School we are inclusive environments, where diversity is affirmed and individual differences are respected. Quality education is provided for students to meet their learning needs in a secure, ordered and supportive school environment. Partnership with students, parents, staff and the wider community is considered central to the success of addressing bullying when it occurs in our school community.

Statement of purpose

A shared responsibility exists for all members of the Sherwood Ridge community to:

- Be aware of what bullying entails.
- Be alert to signs and evidence of bullying.
- Ensure that strategies are in place to manage incidents of concern
- Encourage and assist students to resolve conflict in a positive way

Through our commitment to the Positive Action for Learning (PAL) our school will foster a climate in which students feel confident that teachers will listen to and act on their concerns.

Protection

The Department of Education defines bullying as **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. Cyberbullying refers to such behaviour carried out through information and communication technologies.

Bullying can involve humiliation, domination, intimidation, victimisation and all forms of harassment including that based on sex, race, disability,

Positive Relationship Plan (Anti-bullying – NSW Department of Education)

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

Bullying can be **verbal, physical, social** and **psychological**.

Conflict or fights between equals or single incidents may not amount to bullying

Managing Bullying

The steps we will take to counter bullying at Sherwood Ridge Public School are as follows:

1. Prevention
2. Early Intervention
3. Response

Prevention

Education

Clearly define acceptable behaviour within the school through the school's PAL Expectation Matrix.

Ensure that all members of the school community are aware of the definition of bullying.

Provide professional learning and support for staff.
Conduct Parent Forums, when a need is identified to further develop & support Community awareness and input.

Educate children to an understanding of the role a bystander can play in bullying.

Provide programs across all stages that promote resilience, social skills, assertiveness and conflict resolution skills.

Early Intervention

Sherwood Ridge will ensure that lesson plans are developed and embedded into the "universal" framework of the school.

Students will be identified as requiring "targeted" or "intensive" support through the school's comprehensive data system.

Individual intervention strategies and programs will be implemented in consultation with the Learning Support Team (LST) and key stakeholders.

Response

Reporting

Teachers will complete a “Student Incident slip” and notify their supervisor when it is deemed appropriate.

Students will be made aware and educated of the process for them to tell of their concerns in instances of bullying.

Students will be encouraged to notify a teacher or parent if bullying is occurring.

Parents will be encouraged to notify the school of instances they are aware of.

Information on how to support young people at Sherwood Ridge will be published at regular intervals via the school newsletter.

NB: Reporting will occur as per the Department’s Complaints Handling Policy which states that the school will determine a course for reporting according to its Discipline Policy.

Investigation

The Assistant Principal, Deputy Principal and or Principal will collect statements from key stakeholders. (eg Bully, victim and witnesses)

Enquiries will be conducted into all allegations.

A “*Record of Conversation*” will be kept of any meetings and an “*Incident Feedback sheet*” will be completed (where required)

Data will be entered into the school’s main data collection point, *SENTRAL*.

Feedback and meetings will be held where required with all persons involved.

The Anti-Bullying Plan – NSW Department of Education and Communities

Strategies to manage inappropriate behaviour

Consequences for inappropriate behaviour will be managed as set out in the school’s Discipline Policy. These can and may include:

- Removal to the class supervisor or principal
- warnings and Parental contact
- Negotiated contract
- On-going monitoring.
- Timeout from playground, separate playtimes
- Detention
- Suspension (in extreme cases)

Re-Education

- Mediation sessions with bully and victim.
- Reconciliation.
- Behaviour guidance programs.
- Referral to school counsellor.
- Social skills lessons.

Please Note: Individual cases will be dealt with according to individual circumstances.

Serious Issues

The school will manage serious incidents (involving assaults, threats, intimidation or harassment) as per the school’s Discipline Policy and the DoE policies for;

[Student Discipline in Government Schools - support materials](#)

[Suspension and Expulsion of School Students Procedures](#)

[Student Welfare Policy,](#)

[Bullying: Preventing and Responding to Student Bullying in Schools Policy](#)

[Bullying Among Young Children: A guide for parents](#)

[National Safe Schools Framework](#)

[Keep Them Safe: A shared approach to child wellbeing - Summary \(pdf 1.03 Mb\)](#)

[Complaints Handling Policy Guidelines](#)

Evaluation

Our school community will be empowered through a variety of strategies to recognise and respond appropriately to bullying, harassment and

