



# Balgowlah North Public School

## Anti-Bullying Plan

Balgowlah North Public School rejects all forms of bullying. All students and staff have the right to be treated fairly and with dignity in an environment free from disruption, intimidation, harassment, victimisation and discrimination.

### What is 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. Cyberbullying refers to bullying through information and communication technologies.

Bullying behaviour can be:

- Verbal:** name calling, teasing, abuse, putdowns, sarcasm, insults, threats.
- Physical:** pushing/shoving, hitting/punching, kicking, tripping, throwing objects.
- Social:** ignoring, excluding, alienating, making inappropriate gestures.
- Psychological:** spreading rumours, dirty looks, hiding or damaging possessions.
- Cyberbullying:** sending negative messages about a person using phone, email, internet, inappropriate use of smart phones.

Conflict between equals and single incidents are not defined as bullying. Bullying behaviour is not:

- children not getting along well.
- a situation of mutual conflict.
- single episodes of disrespect or random acts of aggression or intimidation.

### Balgowlah North Public School Rules

1. Be Safe
2. Be Responsible
3. Be Respectful

Within our Positive Behaviour for Learning (PBL) framework, children are taught how to deal with unsafe or disrespectful behaviour. They are taught specific skills to develop their resilience in a variety of different social situations as part of regular personal development and wellbeing lessons. When children are uncomfortable in a situation, they are encouraged to Stop, Walk and Talk.

1. **Stop:** Ask the person to stop.
2. **Walk:** Remove themselves from the situation.
3. **Talk:** Tell an adult.

If bullying behaviour is occurring, the child's class teacher needs to know. Telling an adult is not dobbing. Parents must encourage children who are being bullied to tell an adult at school and get help from people they can trust. Early intervention is often crucial.

## Responsibilities

All members of the Balgowlah North school community contribute to preventing bullying by modelling and promoting appropriate behaviour and respectful relationships.

Parents, teachers and children at Balgowlah North PS have the responsibility to:

- Promote positive relationships that respect and accept individual differences and diversity within the whole school community.
- Help others feel safe and happy.
- Abstain personally from bullying others.
- Actively discourage bullying when it occurs.
- Speak up and tell the truth
- Report bullies and bullying behaviour.
- Give support to those who are victimised.

## Consequences

Consequences of bullying behaviour will be in accordance with the ***School Discipline Policy*** and may include:

- Talking to teachers, assistant principals, deputy principal or principal about their behaviour
- Offering an apology
- Parents being informed
- Removal from playground during break times
- Loss of privileges such as special activities, representing the school, PSSA sport etc.
- School community service
- Suspension

Both bullies and victims will be offered support.

## Bystanders

In any bullying situation there is commonly the person being bullied, the person bullying and bystanders. Bystanders far outnumber those who are bullying and bullying behaviour can be reinforced where people watch but do nothing. Students who are not being bullied, but are aware of others who are, will be encouraged to report it. This protects those being bullied but also ensures the bully can be helped too. Children need to tell an adult about situations in which they feel uncomfortable. **Stop, Walk, Talk.**

## Prepared by PBL Committee Members