POLICY STATEMENT
Prestons Public School is committed to the building of positive peer relationships. We need to empower the whole school community to recognise and respond appropriately to bullying and harassment. As a school community we need to ensure the well being of all students.

DEFINITION
As defined in the NSW Department of School Education and Training support document 'Student Discipline in Government Schools Anti Bullying Plan For Schools' – Unique Identifier PD 2006/0316:

"Bullying can be defined as intentional, repeated behaviour by an individual or group of individuals that causes distress, hurt or undue pressure. Bullying involves the abuse of power in relationships. Bullying can involve all forms of harassment (including sex, race, disability, homosexuality or transgender), humiliation, domination, intimidation and victimisation of others.

Bullying behaviour can be:

- **verbal** eg name calling, teasing, putdowns, sarcasm, insults, threats.
- **physical** eg hitting, punching, kicking, scratching, tripping, spitting.
- **social** eg ignoring, excluding, ostracizing, alienating, making inappropriate gestures.
- **psychological** eg spreading rumours, dirty looks, hiding or damaging possessions, malicious SMS and email messages, inappropriate use of camera phones.

STATEMENT OF PURPOSE
Every student has the right to quality education in a secure and supportive environment where they can learn and grow with confidence. Bullying affects learning and interferes with the well being of students. Bullying in any form will not be tolerated at Prestons Public School.

The whole school community (students, teachers, parents, caregivers and members of the wider school community) share the responsibility in creating a safe and happy environment free from all forms of bullying.

MANAGING BULLYING
The following strategies aim to develop an awareness amongst students of the nature of bullying, its consequences, how they can help to decrease it and what to do if they are bullied:

- Personal development units on anti-bullying to be taught each year K-6 including Child Protection units
- Encourage the effective use of playground time through organised play activities and games
- Effective playground duty rosters, playground supervision areas and playground descriptors
- Set up quiet areas during the breaks eg seats and library
- Provide students with an opportunity to report bullying behaviours of others
- Students have access to teachers and school counsellor services
**Discipline**

It will be made clear through the school discipline policy that bullying is not acceptable and will not be tolerated.

Every incident of bullying is unique. Staff should follow the existing school discipline procedures when dealing with bullying.

Incidents involving bullying will be entered on the RISC student behaviour tracking system which is managed by executive staff through the Planning Room system of student referral. Students who repeatedly offend will be referred to the school counselor and parents will be contacted. Class teachers will put specific programs in place where appropriate.

*Students who persist in bullying despite the interventions put in place may be suspended from school.*

**Role of Students**

Students will adopt an assertive, sequential response to all incidents of bullying involving themselves and others.

- Tell the bully to stop using positive body stance and voice.
- If the bullying behaviour does not cease immediately, or has caused significant physical or emotional harm, tell someone in authority. (teacher, executive member, principal)

**Role of Staff**

Everyone in the school should be aware of the early signs of potential bullying and must respond in an appropriate and timely manner to all incidents, irrespective of how minor they appear to be.

All staff should ensure that bullying or threatening behaviour is not tolerated anywhere in the school.

Staff will model appropriate behaviour that reflects sensitivity to the needs, rights and feelings of others.

Staff are to be embedding and implementing quality personal development programs addressing bullying and the development of positive behaviours such as tolerance, respect and resilience.

**Role of the School Community**

Parents and caregivers have a responsibility to:

- be aware of the school discipline and anti-bullying policy 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 strategy.
- Encourage their child to tell someone at school about any bullying that may have occurred.
- be prepared to work with the school to resolve the issue/s

Each of us in the community has a responsibility to reduce aggression in our society. By working together we can maintain a happy, safe school.

**MONITORING AND EVALUATING**

At the end of each term executive staff will analyse data collected through tools such as RISC and the suspension register to monitor levels and types of bullying behaviours, give feedback to the school community and put strategies or corrective measures in place where appropriate.
Executive staff will monitor that appropriate social skills programs addressing bullying and the development of positive skills such as tolerance, respect and resilience are embedded and implemented in class programs and that teachers are being proactive in their responses to bullying reports.

Other tools such as the Quality of Life survey and focus groups will be used to provide more data, insight and reflection on how successful the school’s anti-bullying plan currently is and changes will be to the plan whenever necessary.