ANTI-TEASING/BULLYING POLICY

PURPOSE

This policy forms part of the Student Management Policy. While it is recognised that teasing and bullying are sometimes demonstrated at all schools, these behaviours remain unacceptable and that the elimination of teasing and bullying will require continual staff intervention, parent/carer support and ongoing development of students' social skills.

To ensure the school goals of restorative justice and practices are achieved, all stakeholders will adopt an active role in the implementation of this policy. This policy follows five evidence-based elements based on the Australian Student Wellbeing Framework to ensure a whole-school approach to promote student safety and wellbeing and effectively address bullying behaviour.

Bullying is less likely to occur in a caring, respectful and supportive teaching and learning community. – DoE 2022

POLICY STATEMENT - DoE

- The department rejects all forms of bullying behaviour including online (or cyber) bullying.
- NSW public schools work to provide safe, inclusive, and respectful learning communities that promote student wellbeing.
- The department's [Behaviour Code for Students](#) requires students to be inclusive and respect other students, their teachers, school staff, and community members, and to not bully, harass, intimidate, or discriminate against anyone in our schools.
- Schools are required to establish strategies and practices to encourage positive student behaviour, recognise and reinforce student achievement and wellbeing, and manage disruptive student behaviour, as outlined in the [Student Discipline in Government Schools policy](#).
- School staff need to encourage high levels of parental and community involvement in the school to improve student attendance, engagement, learning and behaviour.
- Each school must complete and implement the Anti-bullying plan.
- **Bullying behaviour has three key features. It involves the intentional misuse of power in a relationship. It is ongoing and repeated, and it involves behaviours that can cause harm.**
- **Bullying behaviour can also involve intimidation, victimisation and harassment, including that based on sex, race, religion, disability or sexual orientation, both online and offline.**
- **Bullying can be illegal if it involves behaviours that include physical violence, threats of violence, damaging property or stalking.**
- The [NSW anti-bullying link](#) supports school staff, parents and carers, volunteers and contracted staff, and students to discourage, prevent, identify and respond effectively to student bullying behaviour, where it does occur.
- Preventing and responding to bullying is the shared responsibility of all school staff, volunteers, and contracted staff employed by schools, and students, parents and carers.
- Teachers and other school staff are provided with support and professional development to discourage, prevent, identify and respond to student bullying behaviour.
- Reports of student bullying can be made to any staff member at a school. A teacher or school executive staff (such as the principal, deputy principal or assistant principal, head teacher) at the school will address the reported bullying in a timely manner.
- If a student, parent or carer believes a matter is not being dealt with effectively, they can refer the matter to the school's principal (or delegate) for resolution.

- If the student, parent or carer still has concerns, after referring the matter to the school's principal (or delegate), and would like advice, they can contact the learning and wellbeing advisor or officer at the local departmental office. If the matter is then still not resolved they can contact the Director, Educational Leadership, at the local departmental office, who must follow the Complaints Handling policy.
- For incidents of physical violence, and where required, staff should administer first aid (consistent with their training and experience) and contact emergency services whenever necessary. Staff must also report the incident to the Incident Reporting and Support Hotline on 1800 811 523.

OUTCOMES

1. **Leadership** – Bullying is less likely to occur in a positive environment. The Leadership team will play an active role in building a positive learning environment where the whole school community feels included, connected, safe and respected.
2. **Inclusion** - Bullying is less likely in a culture that promotes inclusion. All members of the school community are active participants in building a welcoming school culture that values diversity, and fosters positive, respectful relationships.
3. **Student Voice** - Students are less likely to engage in bullying behaviour when they feel valued. Students are active participants in their own learning and wellbeing, feel connected and use their social and emotional skills to be respectful, resilient and safe.
4. **Partnerships** - Bullying is a whole of community issue which requires a whole of community response. Families and communities collaborate as partners with the school to support student learning, safety and wellbeing.
5. **Support** - Actively involving staff, students and families in promoting positive behaviour reduces bullying behaviour. School staff, students and families share and cultivate an understanding of wellbeing and support for positive behaviour and how this reinforces effective teaching and learning.

AIMS

1. To develop in students, the skills and confidence to effectively identify and appropriately address incidents of teasing/bullying and access to school support.
2. In partnership with parents/carers, counsel and support students who demonstrate teasing/bullying behaviours.
3. To support staff in the development and implementation of a consistent whole school approach to the effective management of teasing/bullying.
4. To promote a positive partnership with parents/carers that reflect the Middleton Grange Public School Student Management Policy.

IMPLEMENTATION

Whole school

- Students will learn about respectful relationships through the ongoing and targeted Reboot program delivered by School Psychologists, The Deputy Principal, Assistant Principal Wellbeing and Classroom Teachers

Classroom

- All staff will support the school in maintaining a safe, inclusive and supportive learning environment
- All staff will model and promote appropriate relationships and behaviours
- All staff will promote a school culture where bullying is not acceptable
- All staff will teach students to identify, report and respond to bullying at school and online
- All staff will manage reports of bullying and escalate matters to the principal (or delegate) when necessary.
- All staff will engage with Restorative Justice practices and principles including planned and incidental discussions, through circle, to develop an awareness of teasing/ bullying behaviours as well as the skills to respond immediately and appropriately as part of child protection and personal development activities.

Playground

- A student being teased/bullied should record their complaint with the teacher on duty.
- The incidence is investigated and referred to the Assistant Principal Wellbeing to determine next steps if bullying is evident.
- The incident is recorded on Sentral Welfare.
- An Assistant Principal will contact parents before arranging appropriate Restorative Justice to repair relationships and resolve the issues of teasing/bullying with the children involved.
- Repeated incidents of bullying will be managed as per the Student Management Policy.

EVALUATION

School based data as well as staff, student and parent/carer views on teasing/bullying will form part of the school's annual evaluation process through the Tell Them From Me survey.

NSW DEPARTMENT OF EDUCATION

– MIDLETON GRANGE PUBLIC SCHOOL
50 HALL CIRCUIT, MIDDLETON GRANGE NSW 2171

 (02) 9607 9661 | middletongr-p.school@det.nsw.edu.au