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This policy outlines the processes for preventing and responding to student bullying in our school and reflects the Bullying: Preventing and Responding to Student Bullying in Schools Policy (2011) of the New South Wales Department of Education and Communities.

The Macksville Public School Anti-Bullying Plan was developed in consultation with members of our whole school community.

Teachers, students, parents/carers and members of the wider community were invited to participate in surveys and the results were incorporated into the content of our Plan.

The Macksville Public School Anti-Bullying Policy will be placed on the school’s website and will be available to any parents, caregivers/interested parties by contacting the school.

**Statement of Purpose**

Students attend Macksville Public School to engage in a quality education that will help them to become self-directed lifelong learners who can create a positive future for themselves and the wider community.

Any behaviour that interferes with teaching and learning at Macksville Public School and the well-being of our students will not be tolerated.

Students, staff, parents, caregivers and members of the wider Macksville community have a shared responsibility to ensure a safe, respectful and harmonious school environment free from all forms of bullying.
**Definition**

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 working environments of the Department.

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**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.
**Protection**

At Macksville Public School we are committed to the wellbeing of our whole school population. To ensure that everyone feels safe and valued and free from the fear of being bullied at our school we believe that all staff, students, parents/carers and community members have a responsibility to work together to develop and support protective factors such as relationships, knowledge and skills.

**Staff Responsibilities:**

School staff has a responsibility to:

- model appropriate behaviour at all times
- respect and provide appropriate support to all students
- be ‘on alert’ for acts of bullying in the classrooms and playground
- respond in timely manner to incidents of bullying
- have a sound knowledge of school programs and DEC policies relating to bullying behaviour
- implement school programs that promote positive relationships PBL, The High Five
- document bullying incidents as outlined in Discipline & Welfare Policy
- communicate bullying incidents with parent/caregivers

**Student Responsibilities:**

Students have a responsibility to:

- behave appropriately at all times and respect individual differences and diversity
- behave as responsible digital citizens
- behave as responsible bystanders
- report bullying incidents as per procedure in school’s Anti-Bullying Policy

**Parents’ & Caregivers Responsibilities:**

Parents and caregivers have a responsibility to:

- be familiar with the Macksville Public School’s Anti-Bullying Policy
- help their children to understand bullying behaviour
- encourage their children to be responsible school citizens in all situations - classroom, playground, & online
- help their children to develop positive responses to incidents of bullying consistent with the school's Anti-Bullying Policy
- report incidents of school-related bullying behaviour to the school
- work collaboratively with the school to resolve incidents of bullying when they occur

**School Community's Responsibilities:**

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
- positively support the schools’ Anti-Bullying Policy through words and actions
- work collaboratively with the school to resolve incidents of bullying when they occur
- report incidents of school-related bullying behaviour to the school

At Macksville Public School we will implement the following protective strategies to maintain a positive climate of respectful relationships where bullying is less likely to occur.

- revisit Macksville Public School Rules, Welfare and Discipline Policy & Values for Australian Schools
- continue to implement the Positive Behaviour for Learning Program and the High Five strategies to build students’ resilience
- continue with peer support and buddies program
- continue with cultural celebrations NAIDOC week, Harmony Day, and Whole School Days – DTT( Doing Things Together) & Gold Day
- work collaboratively with Scripture teachers
- provide necessary training and development for staff, parents and community to ensure there is a consistent understanding & response to bullying
- maintain positive communication links between home & school and encourage parents/caregivers to discuss any concerns they have regarding their child’s social relationships at school as soon as possible
- publish Anti-Bullying information in the school newsletter and on the school’s website
**Prevention**

Details of strategies and programs the school will implement for bullying prevention.

At Macksville Public School we believe that raising awareness and appropriately empowering all members of the school community is essential for bullying prevention.

We aim to achieve this in the following ways:

- continue with PBL strategies to maintain a positive climate where bullying is less likely to occur
- place visual prompts around school to remind students of ways to prevent or deal effectively with bullying “The High Five”
- regularly monitor for ‘hotspots’ in playground
- encourage students to feel comfortable about reporting bullying
- prompt investigation of bullying incidents

**Early Intervention**

At Macksville Public School, students who are identified as being at risk of developing long-term difficulties with social relationships and those students who are identified at or after enrolment as having previously experienced bullying or engaged in bullying behaviour will be involved in one or more of the following:

- Referral to the Learning Support Team
- Counsellor support / peer support
- Individual behaviour management plan
- Social skills program /values education
- Regular reviews with parents/carers
Response

To ensure that the whole school community is able to recognise and respond appropriately to bullying, harassment and victimisation and behave as responsible bystanders, Macksville Public School will implement the following strategies:

- provide professional learning for all staff to ensure a consistent understanding & response to incidents of bullying
- publish anti-bullying ‘tips’ in school newsletter

Reporting Incidents of Bullying
At Macksville Public School the procedures for reporting incidents of bullying are as follows:

- following the Schools Welfare and Discipline ticketing system
- parents and community members contacting the school and reporting school related incidents

Support for Those Involved in Bullying
Research indicates that over time all parties involved in bullying behaviour experience negative outcomes. Hence at Macksville Public School we support - those who bully, those who are bullied and the bystanders who witness the bullying.

Depending upon individual circumstances, possible interventions include:

- bystander Training
- mediation
- restorative Practice
- strengthening the victim, assertiveness training, resilience building

Review of Anti-Bullying Policy
This policy will be reviewed every three years.
**Additional Information**

In some cases there may be a need for assistance from outside the school. Personnel such as the Police Youth Liaison Officer (YLO), the School Liaison Police officer (SLP) and the Aboriginal Community Liaison Officers (ACLO) will be contacted where appropriate.

**Principal’s comment**

This plan was developed by our team in consultation with our school community. It represents what we believe is a balanced and explicit approach to managing bullying issues within our school and importantly, ways in which to prevent bullying. It is closely linked to our existing Welfare and Discipline Policy. I would like to thank our team for their commitment.

Glenn Thorncroft

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