



Education &  
Communities

# Anti-bullying Plan

HORNSBY NORTH 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 Anti-Bullying Plan

This plan 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 of the New South Wales Department of Education and Communities.

## Statement of purpose

This plan aims to address all forms of bullying that may occur in the school environment and to provide positive strategies for preventing, reporting and managing all forms of interactions that are not acceptable in the school environment. At Hornsby North Public School, we value respect and show tolerance of others in a safe and supportive environment. Bullying is taken seriously, and is not accepted in any form. Students have the right to expect that they will spend the school day free from fear of bullying, harassment and intimidation. We foster positive relationships through strong welfare programs.

## Protection

Hornsby North Public School is committed to creating a safe and caring environment in which all students can achieve success, socially as well as academically. As a school community, we do not tolerate bullying, intimidation and harassment. Any bullying incident will be dealt with according to the School's Anti-Bullying Plan.

## Prevention

The school will be proactive in preventing bullying through the following measures:

- Professional development for staff relating to bullying, intimidation or harassment and the strategies that counter-act them.
- Community awareness and input relating to bullying, its characteristics and the school's programs and response.
- To provide programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving.
- Structured activities available to students at recess and lunch breaks.

Feedback from students, staff and parents will be sought regularly in order to monitor the school's culture with regard to bullying.

Each year the school learning support team will review the policy and a survey will be conducted to monitor the policy for effectiveness.

## Early Intervention

- Students are encouraged to report bullying incidents. Classroom teachers regularly remind students to report incidents, noting that reporting of bullying is welcomed by the school.
- Parents are urged to contact the school if they are aware of a bullying problem.
- Close supervision within all playground spaces.
- Students are rewarded for positive behaviour and resolution of problems.
- The Principal and Executive staff are informed of all bullying incidents.
- Ongoing monitoring at Executive Meetings of identified bullying and involved students.
- Ongoing counselling from teachers, counsellors and Executive staff is undertaken.
- Development of "buddies" and "buddy" mentoring programs to support student wellbeing.

## Response

Students, teachers, parents and the community will be aware of the school's position on bullying, which is zero tolerance. The school will maintain a positive climate that acknowledges that bullying is not tolerated within the school community. A focus will be maintained through:

- classroom posters that identify what bullying is, the different types of bullying and strategies for dealing with bullying when it occurs.
- K-6 lessons that focus on bullying and developing resilience will be conducted throughout each year to reinforce forms of bullying and how to deal with issues that arise.

All staff will participate in professional development so that a clear understanding of the school's position on bullying and the strategies to counteract it are embedded in all school policies.

The community will receive communication via the school newsletters, and the website (via the SkoolBag app) regarding the school policy for anti-bullying and the school's programs and responses.

Programs that promote resilience, life and social skills, assertiveness, conflict resolution and communication skills, e.g. Bounce Back Program, Child Protection, Drug Education, Peer Support and Cyberbullying will be used to facilitate the NSW Department of Education and Communities' Anti-Bullying Plan.

The staff at Hornsby North Public School will ensure that a consistent message regarding acceptable behaviour is known, and followed, by all students. Ongoing professional training will ensure that staff are committed to responding to bullying incidents in a positive and nurturing manner.

## Consequences

Students are aware that if they bully someone, one or more of the following will occur:

- they will talk to teachers or the principal about their behaviour
- their parents will be informed
- they may be removed from the classroom/playground
- they may lose privileges, such as participating in special activities, representing the school etc.
- they will need to offer apologies
- they may need to spend time reflecting on their behaviour and receiving counselling from a teacher or the school counsellor
- they may be suspended.
- they will need to show that they are able to treat others properly before their privileges are restored.
- Bullies and victims are offered support and counselling.

## Additional Information

[Cybersmart School Gateway](#)

[Cyberbullying Stories](#)

[Bullying. No Way!](#)

[Racism. No Way!](#)

[National Centre Against Bullying](#)

[Kids Help Line](#)

## Related Information

The Department of Education and Communities has a number of very useful sites that may be of interest to you.

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

## Principal's comment

Hornsby North Public School is widely regarded for its nurturing and safe learning environment where students are valued, supported and provided with opportunities to thrive and achieve. The school aims to proactively address any bullying issues and provide sound support structures for victims of bullying.

All members of the Hornsby North Public School community actively contribute to preventing bullying by modelling and promoting appropriate behaviour and respectful relationships. The expectation is that students will not participate in violence, discrimination, harassment or intimidation. We aim to make the policy easily understood and also to provide websites that teachers, parents and children can access to give further clarification.

Please do not hesitate to ask for help if you are unsure of how to report or support a child you believe is being bullied. Each year, the school Learning Support Team will review the policy and a survey will be conducted with students, teachers and families to monitor the effectiveness of the policy.

**Early intervention is often the key to a successful resolution.**

## School contact information

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