

ANTI-BULLYING PLAN

Statement of Purpose:

Lurnea Public School is an inclusive environment, where diversity is affirmed and individual differences are respected. Bullying is not tolerated in NSW government schools and is not acceptable in any form. Bullying is taken seriously at Lurnea Public School. Students have the right to spend the school day free from bullying, harassment, and anti-social behaviour in a secure, ordered, and supportive environment.

Students, teachers, parents, caregivers, and members of the wider school community have a shared responsibility to create a safe, respectful, and engaging learning environment, free from all forms of bullying.

Definition of 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 e.g., name calling, racist comments, teasing, abuse, putdowns, sarcasm, insults, threats;
- Physical e.g., hitting, punching, kicking, scratching, tripping, spitting;
- Social e.g., ignoring, excluding, ostracizing, alienating, making inappropriate gestures
- Psychological e.g., spreading rumours, hiding, or damaging possessions, intimidation, malicious SMS and social media messages, inappropriate use of camera phones.

What is NOT Bullying:

It is important to be clear which behaviours are NOT bullying. The National Centre Against Bullying acknowledges that while the following behaviours are often upsetting to those involved, they do NOT constitute bullying:

- Social bantering with minor insults and jokes
- Mutual arguments and disagreements (where there is no power balance)
- Not liking someone or a single act of social rejection
- One-off acts of meanness or spite
- Isolated incidents of aggression, intimidation, or violence

While these behaviours would not be considered bullying because they do not involve deliberate and repeated harm and a power balance, they need to be addressed in the same way as other inappropriate student behaviours.

Shared Responsibilities for Preventing and Responding to Bullying Behaviour:

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 department staff, students, parents, caregivers, and the wider school community.

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.

<i>Shared Responsibility</i>		
<i>School</i>	<i>Student</i>	<i>Parent, carer & community</i>
<ul style="list-style-type: none"> • Respect and support students • Model and promote appropriate behaviour • Have knowledge of school and departmental policies relating to bullying behaviour, and respond in a timely manner to incidents of bullying • Provide curriculum and pedagogy that supports students to develop an understanding of bullying and its impact on individuals and the broader community 	<ul style="list-style-type: none"> • Behave appropriately, respecting individual differences and diversity • Report incidents of bullying immediately to any member of staff or via the Bully Box in the Library (completing a slip to report an incident) • Behave as responsible bystanders • Behave as responsible digital citizens (including the use of ICT, mobile phone and social media technologies) 	<ul style="list-style-type: none"> • 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

Our school practices support student wellbeing and positive behaviour approaches that align with our school community's needs.

Social and emotional skills related to personal safety, resilience, help-seeking and protective behaviours are explicitly taught across the curriculum in Personal Development, Health and Physical Education (PDHPE) and Positive Behaviour for Learning (PBL) lessons.

School Procedures when Bullying Incident is Reported:

Alleged bullying is reported

- Student reports to teacher verbally or via the Bully Box in the library
- Staff member directly witnesses an incident that they perceive to be bullying
- A victim or bystander reports the bullying or suspected incident of bullying
- Parents report to staff verbally or through email



Alleged bullying is investigated

- Classroom teacher will investigate at the earliest instance
- Statements from victim, alleged perpetrator and bystanders to be gathered
- Classroom teacher will consult with Assistant Principal, if required
- **Is it Bullying?**

NO



Ongoing monitoring by
Classroom teacher and/or
Assistant Principal

YES



Referral to the relevant Assistant Principal or
Deputy Principal with written statements from
those involved



School Response

Deputy Principal further investigates. Response will include parental contact, registering the incident via internal system and appropriate action in consultation with ARCO (if required) and Principal

The Anti-Bullying Plan will be formally reviewed with the school community every three years through surveys and focus group meetings with students, staff, and community.

Further information for parents/carers and students relating to bullying is available on the following websites:

- NSW Anti-Bullying Website <https://education.nsw.gov.au/student-wellbeing/attendance-behaviour-and-engagement/anti-bullying>
- Bullying of Students: Prevention and Response <https://education.nsw.gov.au/policy-library/policies/pd-2010-0415>
- Behaviour Code for Students <https://education.nsw.gov.au/public-schools/going-to-a-public-school/translated-documents/behaviour-code-for-students>
- The National Safe Schools Framework http://www.curriculum.edu.au/verve/_resources/NSSFramework.pdf
- Bullying. No Way! Website <https://bullyingnoway.gov.au/>

Completed by:

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- Sara Leone – Deputy Principal
- Surekha Singh – Assistant Principal

In consultation with the students, staff and school community

Plan approved by Relieving Principal, Kylie McKinnon on 15 May 2023

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