

# CANTERBURY PUBLIC SCHOOL



*Participation, Equity & Excellence*

## **Anti-Bullying Plan**

*This plan should be read in conjunction with the Canterbury Public School Disciplinary Policy and ICT Policy.*

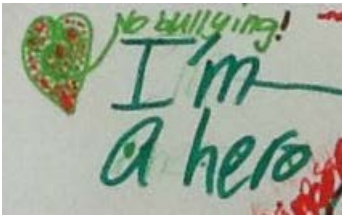
*Scope:*

This plan covers all students at Canterbury PS whether it is during school hours, on or off school premises or outside of school hours where there is a close and clear relationship between the student and the school.



*Our Core Values*

At CPS we value participation, equity and excellence. This plan has been developed with these core values in mind.



### *What is bullying/ what is not bullying:*

- ❖ Bullying is behaviour by a more powerful person or group (physically or psychologically) that repeatedly makes another less powerful person or group feel they are unsafe, uncomfortable or unhappy.
- ❖ Bullying is not a one-off incident. Bullying is not a disagreement between two groups of equal power nor is it not liking someone or not including them in a group (unless it includes deliberate actions to turn others against that person or humiliation). A one -off joke is not bullying. However, it is acknowledged that these incidents can be distressing and traumatic.
- ❖ The school recognises that bullying behaviour falls into four categories

<b>Category</b>	<b>What it looks like</b>
Verbal	Name calling, teasing, abuse, putdowns, sarcasm, insults, threats.
Physical	Hitting, punching, kicking, scratching, tripping, spitting.
Social	Ignoring, excluding, ostracising, alienating, making inappropriate gestures.
Psychological	Spreading rumours, dirty looks, hiding or damaging possessions, malicious SMS and email messages, inappropriate use of camera phones.

The school recognises that bullying may be intentional or unintentional but the feelings of the victims and bystanders are real.



## *Each of us is responsible*

CPS values the strong connection it has with its community and this policy has been developed with the understanding that we all reject bullying and will collaborate together to minimise such incidents.

### *School staff have the 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 (this document).
- ❖ Teach students to develop an understanding of bullying and its impacts on individuals and the broader community.

### *Students have the responsibility to:*

- ❖ Behave appropriately, respecting individual differences and diversity.
- ❖ Behave as responsible digital citizens.
- ❖ Follow the CPS Anti-bullying plan.
- ❖ Behave as responsible bystanders.
- ❖ Report incidents of bullying as per the CPS Anti-bullying plan.

*Parents and caregivers have the responsibility to:*

- ❖ Support their children to become responsible citizens and to develop responsible online behaviour.
- ❖ Be aware of the CPS 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 CPS 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 of us have the responsibility to:*

- ❖ Model and promote positive relationships that respect and accept individual differences and diversity within the school community.
- ❖ Supports the CPS Anti-Bullying Plan through words and actions.
- ❖ Work collaboratively with the school to resolve incidents of bullying when they occur.

*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.*

## *How we prevent bullying at CPS*

We aim to prevent bullying incidents by equipping students with the emotional and social skills to be active and responsible citizens. We do this by:



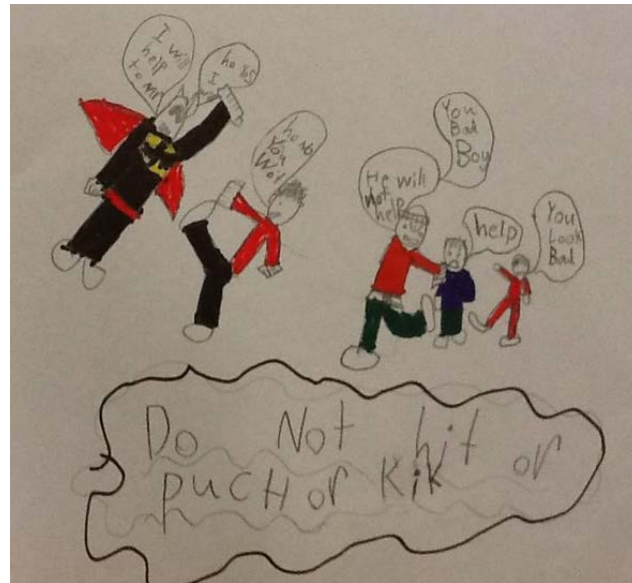
### *At the school:*

At CPS we aim to make school a safe and caring environment for the community. We believe in being preventative rather than reactive to bullying. We do this by:

- ❖ Focusing on social skills and resilience. We do this through our programs such as You Can Do It and Positive Behaviour for Learning.
- ❖ We are a KidsMatter school focusing on the mental health of our students and helping teachers recognise and support students who require additional emotional support.
- ❖ Targeted programs for students such as our playground program that helps individual students learn social skills and conflict resolution skills.
- ❖ Playground Marshalls - stage 2 and 3 students who monitor the playground for students being good citizens. These students go into the draw for a prize at the end of the week.
- ❖ Teaching and modeling empathy for others.
- ❖ Older students mentoring younger students through programs such as Multilit and Minilit.

- ❖ An emphasis on restorative practises rather than disciplinary practises.
- ❖ Student leadership opportunities through the SRC, Indigenous Student Leadership Groups.
- ❖ Strong connections to the local high schools and other community organisations that help students socialise in diverse environments.
- ❖ Diversity is celebrated through events such as NAIDOC, Harmony Day, Autism Day and Multicultural Day.
- ❖ The anti-bullying lessons taught within the PDHPE KLA and Positive Behaviour for Learning program focus on
  - Identifying bullying behaviour
  - Awareness of the bullying triangle of victim, perpetrator, onlooker
  - Promoting empathy for the feelings and needs for others
  - Skills to deal with a bullying situation
  - Reporting bullying to an adult.
- ❖ Online safety and anti-cyberbullying lessons are also explicitly taught in classes and library lessons.
- ❖ Ongoing professional development for staff.
- ❖ General advice for families published in the school newsletter and website.
- ❖ Regular community events and workshops for families to help support their children.

- ❖ CPS has close contacts with community services that may be able to provide professional assistance to individual students.





## *If there is an incident of bullying*

At CPS, we are community. From time to time, communities do need to handle a bullying incident. When this occurs at CPS we will, once we have been informed of the incidents:



### ❖ In accordance with our discipline policy:

- Staff will investigate the situation.
- The students involved receive counselling by staff.
- The school discipline policy may be followed such as using reflection time (restorative practises).
- The Assistant Principal or Principal may contact parents/caregivers of those students involved.
- The student(s) involved may be referred to the Learning Support Team to have an individual behaviour plan written and shared with staff.
- If deemed appropriate by the Principal and L&ST, outside organisations may be contacted to provide assistance.

We aim to provide those involved with skills to minimise further incidents and give those involved long term assistance if required including outside professional help.

*CPS asks parents/caregivers to:*

- ❖ Report incidents to the school and use the school's resources to help resolve issues (including incidents that happen outside of the school especially cyberbullying).
- ❖ Work closely with the school to resolve the issues.
- ❖ Support their child to develop skills to deal with social situations.
- ❖ Avoid giving advice to their child that may encourage the child to retaliate.
- ❖ Avoid contacting other parents to discuss the incidents.

At CPS we aim to have open communication with all those involved.

However, CPS is bound by Privacy Laws and information may be withheld in accordance to these laws. These laws protect all of us and cannot be waived.

*CPS asks of students:*

- ❖ Report incidents to an adult.
- ❖ If cyberbullying or other electronic bullying - students are requested not to delete the items but to show an adult immediately.
- ❖ Work with their teacher and the school to resolve issues.
- ❖ Avoid contacting the other students involved which may cause more distress.

If families are unhappy with the way they believe the school has handled a bullying incident, they may wish to address their complaint through the Complaints Handling Process.

### *Monitoring:*

This plan will be monitored throughout the year. It will be monitored and evaluated by:

- ❖ Staff effectively dealing with bullying incidents.
- ❖ Reflection sheets and anecdotal evidence shows a decrease in bullying type behaviour.
- ❖ An increase in good citizenship behaviour in the playground, classrooms and in the community.
- ❖ L and ST referrals regarding bullying behaviour decrease.

The effectiveness of this policy will be reported annually to the school community through the P&C.

## *Additional support*

Kids Helpline [www.kidshelp.com.au](http://www.kidshelp.com.au) phone 1800 55 1800

Headspace [www.eheadspace.org.au](http://www.eheadspace.org.au)

Bullying No Way [www.bullyingnoway](http://www.bullyingnoway)

### *Case Management services:*

These organisations may be able to assist families by providing a referral service, support and counselling:

Koorana [www.koorana.org.au](http://www.koorana.org.au) email: [enquiries@koorana.org.au](mailto:enquiries@koorana.org.au) Phone:  
(02) 9750 4100

Breakthru: [www.breakthru.org.au](http://www.breakthru.org.au) Canterbury Office: 1800 671 982  
Bankstown Office: (02) 8700 1430

Please contact the school if you require any further support and the above organisations are unable to assist. We may have alternatives to help you.

### *Interpreting*

If you require an interpreter to contact the school to discuss any issues please call the TIS National Hotline on 131 450

*Approved by the P&C in June 2015*