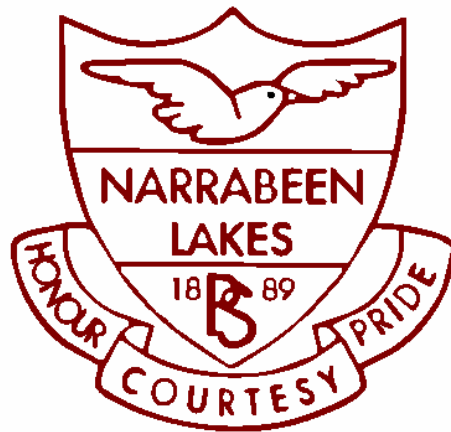


# Narrabeen Lakes Public School



# Anti-bullying Policy

March 2005

# NARRABEEN LAKES PUBLIC SCHOOL

## *ANTI-BULLYING POLICY – TO PROMOTE A SAFE AND SUPPORTIVE SCHOOL ENVIRONMENT*

### **Outcomes**

- ~ Students learn in a happy, safe and caring school environment
- ~ Students utilise strategies to deal effectively with incidents of bullying

*Narrabeen Lakes School is committed to providing a happy, safe and caring learning environment which fosters respect for others and does not tolerate bullying.*

Bullying is defined as repeated aggressive behaviour towards someone who is less powerful –either physically or psychologically.

The impact of bullying can be significant. When students are bullied, their lives are made miserable.

They may be unhappy about coming to school and they are likely to lose self-confidence and self-esteem.

Learning suffers and some stress-related symptoms may appear.

Persistent bullying may pervade the relationships of students and become accepted as normal.

Students may blame themselves for inviting bullying.

## **Bullying can be planned or unplanned and can take many forms**

### **Physical:**

- hitting, kicking, punching;
- pushing, shoving;
- spitting;
- making rude gestures;
- taking or damaging something which belongs to someone else;
- forcing someone to hand over food, money or something which belongs to them, or
- making someone do something they don't want to do.

### **Verbal:**

- name calling;
- teasing;
- threatening;
- making fun of someone because of their appearance, physical characteristics, disability or cultural background;
- making fun of someone's actions, or
- electronic bullying, (SMS, chat, e-mail, phone)

### **Indirect:**

- excluding others from the game or group, or
- spreading untrue stories about others.

## **At Narrabeen Lakes School we will not tolerate bullying**

### **We will be proactive, rather than reactive by:**

- putting in place procedures for dealing with bullying;
- openly talking about bullying – what it is, why it may occur, why bullies bully, how it affects us and what we can do about it, and
- teaching our children the skills which will build their self-esteem and empower them to take responsibility for themselves – and give them the opportunity to practise these skills.

### **Responsibilities of staff:**

- to model appropriate behaviour at all times;
- teach co-operative learning and play skills and conflict resolution skills through the personal development program;
- to actively supervise all children at all times to minimise opportunities for bullying;
- to deal with all reported and observed incidences of bullying, at the time;
- to report all incidents of bullying to the appropriate supervisor;
- to keep accurate written records, and
- to maintain confidentiality at all times.

### **Responsibilities of students:**

- to 'tell' if they are being bullied;
- to 'tell' if they see or hear about someone being bullied – both at school and on the way to and from school;
- to help someone who is being bullied, and
- to not bully others.

### **Responsibilities of parents:**

- to model appropriate behaviour at all times;
- to watch for signs that their child may be being bullied;
- inform the school if bullying is suspected;
- to encourage their child to tell a staff member about bullying incidents and if possible allow the child to report and deal with the problem;
- encourage their child not to retaliate, and
- be willing to attend interviews at school if their child has been involved in a bullying incident.

## **Resolving Incidents of Bullying**

### **Students who are being bullied.**

These students will be supported by their teacher, the principal and, if requested, the school counsellor. Parents will be involved and a support strategy will be developed jointly to suit the needs of the student.

Support could include:

- the class teacher teaching strategies to prevent situations arising and discussing options available to the student if bullying does occur;
- the teacher being available to listen and talk when bullying occurs;
- the teacher working with the entire class to resolve particular issues;
- counselling sessions with the school counsellor; or
- involvement in meetings with the students who are bullying to establish ground rules so that students can co-exist.

### **Students who bully others.**

The school's Discipline Policy will be used to manage incidents of bullying. The emphasis in the initial stages is to support the student in developing positive relationships.

Students who persist in bullying behaviours, with full parent participation, could be involved in:

- individual counselling;
- participation in specialised group programs;
- personalised behaviour management programs, or
- the more severe consequences of the school's Discipline Policy may be imposed.

The staff will be responsible for implementing the program and ensuring that incidences of bullying are dealt with as soon as possible after they are reported or observed.

Bullying and harassment is not tolerated at  
Narrabeen Lakes Public School and by working together,  
students, staff and parents will ensure  
a happy, safe and caring learning environment.