



# Anti-bullying Policy 2020:

## Black Hill Public School



Bullying has three key features:

1. It involves a misuse of power in a relationship.
2. It is intentional, ongoing and repeated.
3. It involves behaviours that can cause harm.

Bullying can be physical, verbal, or social. Bullying can be easy to see (overt), or hidden (covert), such as spreading rumours about another person or excluding them.

Bullying can also happen online using technology such as the internet or mobile devices. This is known as online bullying or cyberbullying.

A single incident or disagreement between peers **is not bullying**. However, these behaviours may lead to bullying and should be resolved.

Further information on the NSW Department of Education Anti-bullying policies and procedures can be found at: <https://antibullying.nsw.gov.au/>

At Black Hill Public School we support students through:

- Following the Black Hill Public School Positive Behaviour for Learning (PBL) expectations and desired behaviours.
- Implementing the school Behaviour Consistency Guides and Reporting Guides.
- Encouraging students to employ strategies taught during the school's Peer Support Program.
- Creating positive classroom environments and consistently rewarding positive behaviour and effort.
- Staff completing Child Protection training each year.
- The Life Education program.
- The K-6 Buddy system beginning in Kindergarten.
- The Student Council and class discussions.
- The development of positive Student Leadership roles and responsibilities.
- An active School Council, P&C and community participation.

When students, parents and staff work together we are able to create a safe and caring environment.

Students can:

- Follow the PBL expectations outlined in the Behaviour Code for Students.
- Not retaliate with physical or verbal bullying.
- Tell an older person (e.g. a teacher or a parent).

Parents can:

- Explain what bullying is to students.
- Watch for signs of distress in your child.
- Listen to your child and give assurance and support.
- Advise the Principal or a member of staff of any concerns or suspected bullying.
- Organise meetings or interviews with the Principal at the school regarding the issue.

Staff can:

- Be role models in words and actions.
- Ensure students feel safe and valued in the classroom.
- Ensure that students are listened to.
- Be observant of signs of distress or suspected incidents of bullying.
- Encourage students to ask for help if needed.
- Refer to the NSW Department of Education guidelines.
- Refer to the school's current PBL Expectations, Consistency Guides and Reporting Guides.

Staff will follow the Black Hill Public School Behaviour Consistency Guide when responding to ALL problem behaviours.

The response will be: calm, consistent, brief, immediate, respectful and private.

Staff will:

**Prompt** – low key responses

**Redirect** – restate the matrix behaviour

**Reteach** – tell, show, practise, acknowledge

**Provide choice**

**Consequences** need to relate to behaviour being corrected

Expectations of Respect, Safety and Excellence: Positive acknowledgement – *Bluey rewards and verbal praise*

**Minor Incident, Teacher Managed:** Teacher to correct: conversation, reminder of expectations, recorded when the behaviour is continual from the same student.

**Minor Incident:** Record on Sentral (minor): teacher applies appropriate immediate consequence, recorded at the time of incident, CT is advised of the behaviour.

**Major Incident:** Record on Sentral (major): Principal advised, possible warning letter of suspension, possible suspension.

All bullying incidents will be responded to at the Principal's discretion depending on the nature of the incidents or bullying history of the student.

**Anti-bullying Policy: Reviewed August 2020**