



## Anti-bullying Plan 2018

Cabramatta West Public School is committed to providing a safe, respectful learning environment which fosters respect for others and does not tolerate any form of bullying. No student, employee, parent, caregiver or community member should experience bullying within the learning or working environment of our school. Students, teachers, parents, caregivers and members of the wider community have a responsibility to promote positive relationships that respect and accept individual differences and diversity within the school community. Our school community supports the Anti-Bullying Plan by actively working together to prevent and respond to incidents of bullying behaviour when they occur.

At Cabramatta West Public School we will:

- Ensure the principles of equity and fairness are reflected in school practice
- Establish clear guidelines and expectations in regards to core rules and behaviours which are known and understood by all school community members
- Support students and parents through management of conflict resolution
- Initiate educational programs to inform and support the prevention of bullying
- Establish high expectations and promote zero tolerance of bullying behaviour

### Definition

Bullying has three key features. It:

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

Bullying is repeated verbal, physical, and/ or social behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons. Bullying can be easy to see (overt), or hidden (covert), such as spreading rumours about another person or excluding them. Online (cyber) bullying refers to bullying through information and communication technologies, this includes the internet and/or mobile devices. Bullying can involve humiliation, domination, intimidation, victimisation and all forms of harassment including that based on sex, race, disability, culture and religion. Bullying of any form for any reason can have long term effects on those involved, including bystanders. Conflicts or fights between equals or single incidents are not defined as bullying.



## Types of Bullying Behaviour

Physical	Verbal	Social
Any <b>repeated act</b> that physically interferes with, harms or hurts	Any <b>repeated act</b> that causes harm or hurt because of verbal interaction	Any <b>repeated act</b> that causes social isolation, embarrassment or hurt
Hitting Kicking Spitting Pushing Shoving Tripping Scratching Throwing objects Taking or damaging belongings Standing over someone Stealing or hiding possessions Making someone do what they don't want to do	Name calling Insulting Swearing Teasing Insults Racist remarks Harassment Gossip Mocking Sarcasm Making treats Abusive phone calls/messages	Ignoring Excluding Ostracising Alienation Inappropriate gestures Stalking Laughing at someone's mistakes Threatening looks Spreading rumours Exclusion Secrecy Isolation Rude gestures Threatening looks Cyber bullying – all electronic forms of harassment and inappropriate use Offensive notes Hiding or damaging others possessions

Schools exist in a society where incidents of bullying behaviour may occur. Preventing and responding to bullying behaviour is a shared responsibility of all staff, students, parents, caregivers and members of the wider community.

All members of the school community have the responsibility to implement the Anti Bullying Plan by reporting bullying behaviour, promoting positive relationships within the school community and by supporting students to resolve incidents when bullying occurs.

Our school community will uphold our school values of safe, respectful learner behaviour and maintain a climate of respectful relationships where bullying is less likely to occur.



## Cabramatta West Public School

**School staff** have a responsibility to:

- model and promote appropriate behaviour
- have knowledge of school and departmental policies relating to bullying behaviour
- respect and support students, creating a culture where it is acceptable and encouraged to report incidents
- respond in an appropriate and timely manner to incidents of bullying according to the school's Anti-Bullying Plan
- implement school programs which teach students skills and strategies to understand and deal with bullying
- as a PBL school, maintain systems for rewarding and praising positive behaviour and ensure teaching programs include lessons which address behaviour expectations around the school

**Students** have a responsibility to:

- behave appropriately at all times
- show respect for individual differences and diversity
- behave as responsible digital citizens and report any online (cyber) bullying
- be assertive and tell the 'bully' that they don't like the behaviour and how it makes them feel
- be an 'upstander' and tell an adult if they are being bullied or if they see someone else being bullied, both at school and on the way to and from school

**Parents and caregivers** have a responsibility to:

- be aware of and support the school's Anti-Bullying Plan
- watch for signs their child may be being bullied
- assist their child in understanding bullying behaviour
- adopt learnt strategies to deal with incidents of bullying, including online (cyber) bullying, consistent with the school Anti-bullying Plan
- instruct their child to 'speak up' if they are being bullied or if they are aware another child is being bullied
- inform the school if any bullying is suspected
- not approach children directly to express their concerns
- work collaboratively with the school to resolve incidents of bullying

**Connect | Enrich | Excel**

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