



Anti-Bullying Plan

Based on DoE Bullying of Students – Prevention & Response Policy

Objective: Manly Vale Public School is against all forms of bullying. Bullying, in any form, goes against the values of the school. At Manly Vale we strive to build and maintain a positive school climate where respectful relationships are fostered so that bullying is less likely to occur.

<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Definition of Bullying (from NSW DoE)</p>	<p>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.</p> <p>Cyber bullying refers to bullying through information and communication technologies. Bullying can involve humiliation, domination, intimidation, victimisation and all forms of harassment including that based on sex, race, disability, homosexuality or transgender. Bullying of any form or for any reason can have long-term effects on those involved including bystanders.</p> <p>Bullying can happen anywhere: at school, travelling to and from school, in sporting teams, between neighbours or in the workplace. It has 3 key features. It involves the intentional misuse of power in a relationship. It is ongoing and repeated and it involves behaviours that can cause harm.</p> <p>Bullying behaviour can be:</p> <ul style="list-style-type: none"> • verbal eg name calling, teasing, abuse, putdowns, sarcasm, insults, threats • physical eg hitting, punching, kicking, scratching, tripping, spitting • social eg ignoring, excluding, ostracising, alienating, making inappropriate gestures • psychological eg spreading rumours, dirty looks, hiding or damaging possessions, malicious SMS and email messages, inappropriate use of camera phones, intimidation, victimisation and harrassment <p>Conflict or fights between equals and single incidents are not defined as bullying. Bullying behaviour is not:</p> <ul style="list-style-type: none"> • children not getting along well • a situation of mutual conflict • single episodes of nastiness or random acts of aggression or intimidation
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Rights</p>	<p>No student, employee, parent, carer or community member should experience bullying within the learning or working environments of the school. Everyone has the right to feel safe, respected and accepted in a secure and inclusive school environment.</p> <p style="text-align: center;">Adapted from DoE - Bullying of Students - Prevention and Response Policy</p> <p>School staff will:</p> <ul style="list-style-type: none"> • respect and support students • model and promote appropriate behaviour • respond in a timely manner to incidents • provide proactive and quality teaching about fostering positive relationships • teach students to develop an understanding of bullying and its impact on individuals and the broader community • encourage high levels of parental and community involvement in the school to improve student attendance engagement learning and behaviour. <p>Students will:</p> <ul style="list-style-type: none"> • respect individual differences and diversity • behave appropriately and responsibly in the school environments, both physical and digital • be responsible and helpful bystanders • report all incidents according the Anti-Bullying plan • be inclusive - respect other students, their teachers, school staff and community members <p>Parents and carers will:</p> <ul style="list-style-type: none"> • support their children to become responsible citizens • support their children to develop safe and responsible on-line behaviour • support their children to develop positive responses to incidents of bullying, as stated in the Anti-Bullying plan • report incidents of bullying to the school in a timely manner • work collaboratively with the school to resolve bullying incidents when they occur.



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Bystander Responsibilities <small>(based on information from the Australian Human Rights Commission)</small>	<p>A bystander is someone who sees or knows about bullying or other forms of harassment that is happening to someone else. Bystanders can either contribute to the problem or be an important part of the solution. Bystanders can act in different ways when they see or know about bullying.</p> <p>At Manly Vale we strive to teach the importance of and model the strategies for being a supportive bystander.</p> <p>Supportive bystanders:</p> <ul style="list-style-type: none"> • make it clear to peers that they won't be involved in bullying behaviour • never stand and watch or encourage bullying behaviour • do not harass, tease or spread rumours about others, in the school learning and work environment and also in the digital environment (eg. social media sites) • support the person who is being bullied to ask for help, by taking or directing them to a place where they can get help • report it to someone they trust, eg. teacher, school counsellor, parent, carer. <p>PREVENTION</p> <p>All members of the school community have the responsibility to model and promote positive relationships that respect individual differences and diversity within the school community. They must support the school's Anti-Bullying plan through words and actions and work collaboratively with the school to resolve incidents if they occur.</p> <p>The school will implement a range of strategies to aim to build and maintain a positive school climate of respect and understanding, so that bullying will be less likely to occur. Anti-bullying programs and strategies will also be used to ensure that all members of the school community are aware and active in Manly Vale's stance against bullying.</p> <p>Some of these strategies include (but are not limited to):</p> <ul style="list-style-type: none"> • teaching and reinforcing the school values • promoting and praising respectful and appropriate behaviour • working collaboratively with the wider school community to promote inclusion and understanding of individual differences • embedding anti-bullying messages into curriculum and teaching • encouraging and assisting students to become supportive bystanders • modelling and reinforcing the importance of online safety • providing students and other school community members with safe and secure ways to share their opinions or voice concerns <p>For students that are identified as being at risk of difficulties with social relationships, or have previously experienced or engaged in bullying behaviour, the school will implement a range of intervention strategies.</p> <p>Some of these strategies include (but are not limited to):</p> <ul style="list-style-type: none"> • referral to the Learning and Support team for ongoing monitoring • access to the School Counsellor for individual programs or a confidential conversation • social support programs such as Playground Mentors, Peer Support, Buddies • explicit and modelled teaching of social skills and interactions, including problem solving and conflict resolution
Response to Bullying	<p>All incidences of bullying, including cyberbullying are taken seriously by the school and will be responded to according to the Anti-bullying policy and the policies of the NSW DoE.</p> <p>A range of strategies and interventions may be implemented in cases of bullying. If a case is reported, it will be shared with a member of the school executive and recorded. Incidents of physical violence must be reported to the Incident Hotline 1800 811 523.</p> <p>The victim/s will be provided with support and access to the school counsellor. The school provides all students with information about Kids Helpline and how to access this free and confidential service. Students who have experienced bullying may also be provided with teaching and support in how to resist or avoid being bullied. They will be supported in their positive decision to report the incident.</p> <p>Interventions and strategies that the school may employ in cases of bullying may include (but are not limited to):</p> <ul style="list-style-type: none"> • verbal reprimands <ul style="list-style-type: none"> • meetings with parents • withdrawal of privileges • removal from the environment (eg. classroom, playground) • restorative practises • in serious cases, suspension or expulsion (according to the policies of the NSW DoE) <p>WORKING WITH PARENTS AND CARERS</p> <p>Collaboration with parents and carers plays a vital role in the preventing and addressing the problem of bullying.</p> <p>Parents and carers have access to NSW DoE information on helping their children to become supportive bystanders.</p> <p>Parents and carers will be informed if their child has been involved in an incident of bullying. The school will communicate and work with parents and carers to resolve these issues and decide on further actions where appropriate.</p>
	<p>This policy will be reviewed September 2024</p>