NSW Department of Education

Manly Vale Public School Anti-Bullying Plan

Overview

Manly Vale Public School is a safe, supportive, inclusive and respectful school that rejects all forms of bullying behaviours, including cyber (or online) bullying. Every member of our school community plays an important role in fostering a caring and sharing, welcoming and diverse school culture. School staff are committed to actively responding to any student bullying behaviour in both online and offline environments.

At Manly Vale we strive to build and maintain a positive school climate where respectful relationships are fostered. Teachers, students, parents, caregivers and members of the wider school community have a responsibility to model positive behaviour and to work together to address bullying. We need to build a strong, supportive culture, so that bullying and anti-social behaviours are not acceptable under any circumstances.

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.

Identifying bullying

A formal definition of bullying for Australian schools has been developed by the safe and supportive school communities working group.

This national group includes all state, territory and federal education departments, as well as national catholic and independent schooling representatives.

- Bullying is an ongoing and deliberate misuse of power in relationships through repeated verbal, physical and/or social behaviour that intends to cause physical, social and/or psychological harm.
- It can involve an individual or a group misusing their power, or perceived power, over one or more persons who feel unable to stop it from happening.
- Bullying can happen in person or online, via various digital platforms and devices and it can be obvious (overt) or hidden (covert).
- Bullying behaviour is repeated, or has the potential to be repeated, over time (for example, through sharing of digital records).
- Bullying of any form or for any reason can have immediate, medium and long-term effects on those involved, including bystanders.
- Single incidents and conflict or fights between equals, whether in person or online, are not defined as bullying.

From: https://bullyingnoway.gov.au/understanding-bullying

Responsibilities

School staff will:

- 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
- implementing the Anti-Bullying plan

Students will:

- 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

Parents and carers will:

- 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

Bystander responsibilities

A bystander is someone who sees or knows about bullying or other forms of violence 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.

Just as we have human rights we also have **responsibilities** to respect and protect the rights of others. A **supportive bystander** will **take action** to protect the rights of others.

A supportive bystander will use words and/or actions that can help someone who is being bullied.

If bystanders are confident to take safe and effective action to support victims then there is a greater possibility that bullying can stop and the person who is bullied can recover.

People respect those that stand up for others who are bullied but being a supportive bystander can be tough. Sometimes it is not easy to work out how to help safely because bullying happens in different ways and places such as online, at work or school.

At Manly Vale we strive to teach the importance of and model the strategies for being a supportive bystander.

There is no one size fits all approach to being a supportive bystander. For supportive bystanders to take safe and effective action here are some suggestions:

- Make it clear to your friends that you won't be involved in bullying behaviour
- Never stand by and watch or encourage bullying behaviour
- Do not harass, tease or spread gossip about others, this includes on social networking sites like Facebook
- Never forward on or respond to messages or photos that may be offensive or upsetting
- Support the person who is being bullied to ask for help e.g. go with them to a place they can get help or provide them with information about where to go for help
- Report it to someone in authority or someone you trust e.g. at school to a teacher, or a school counsellor; at work to a manager; if the bullying is serious, report it to the police; if the bullying occurs on Facebook, report it to Facebook.

From: https://humanrights.gov.au/our-work/commission-general/be-supportive-bystander#:~:text=Supportive%20bystanders,someone%20who%20is%20being%20bullied.

Prevention

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.

The school will implement a range of strategies that 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.

Some of these strategies include (but are not limited to):
- 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 explicit anti-bullying lessons 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

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.

Some of these strategies include (but are not limited to):

- 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 Wellbeing Wagons, Peer Support, Buddies
- explicit and modelled teaching of social skills and interactions, including problem solving and conflict resolution

Responses to bullying

Manly Vale Public School will respond to serious behaviours of concern, including students who display bullying (or cyber bullying) behaviours according to the Manly Vale School Behaviour Support Management Plan.

Responses to serious behaviours of concern, including students who display bullying behaviours, are recorded on School Bytes. These may include:

- reviewing and documenting the incident
- determining an appropriate response, including providing supports for students and staff that were impacted
- referring the student to the school learning and support team or school ARCO for further monitoring and support
- developing individual support plans and making appropriate adjustments
- reflective and restorative practices (as outlined below)
- communicating and collaborating with parents and carers
- liaising with additional support services, including in-school specialist support teams
- formal cautions for suspension or expulsion

The NSW Department of Education [Student Behaviour policy](#) and [Suspension and Expulsion procedures](#) apply to all NSW public schools.

School staff will comply with reporting and responding processes outlined in the:

- [Incident Notification and Response Policy](#)

- [Incident Notification and Response Procedures](#)

- [Student Behaviour policy](#) and [Suspension and Expulsion procedures](#).

Students and/or parents/carers can report cyberbullying to the [eSafety Commissioner](#) and reporting links for most sites, games and apps can be found at the [eSafety](#) Guide.

Additional resources and support

Kids Helpline

http://www.kidshelp.com.au/

If you need to speak to a counsellor, call 1800 55 1800, 24 hours a day, 7 days a week.

www.bullyingnoway.com.au

The Bullying. No Way! website has been developed in collaboration with other government and non-government authorities from the Commonwealth, States and Territories. It showcases strategies that have proven to be successful in increasing safety and reducing bullying and harassment in schools throughout Australia. NSW schools are featured on this site.

www.esafety.gov.au

The website includes information to help Australians have safe and enjoyable experiences online. It also provides guidance on specific online safety issues including cyber bullying and promoting and building relevant online safety skills. Current resources for the classroom and for parents and carers are regularly updated and available on this site.

Review dates

Last review date: 31/01/2025

Next review date: Day 1, Term 4, 2025