KATOOMBA NORTH PUBLIC SCHOOL

KATOOMBA NORTH

SCHOLARSHIP

CITIZENSHIP

SPORTSMANSHIP

Anti-Bullying Policy
KATOOMBA NORTH PUBLIC SCHOOL

ANTI-BULLYING POLICY

DEFINITION

Bullying is a behaviour which can be defined as the repeated attack, physical, psychological, social or verbal in nature, by those in a position of power which is formally or situationally defined, with the intention of causing distress for their own gain or gratification. (Besag, 1989)

AIM

In accordance with the Katoomba North Public School Mission Statement and the Department of School Education policy, on Happy and Safe Schools, BULLYING WILL NOT BE TOLERATED in our School.

The School aims to:
- ensure all students and staff are safe and are able to learn and work in an environment as free from bullying as possible.
- develop strategies to deal with any bullying which may occur.

CONTENT

Awareness Raising
The first step in dealing with bullying is to raise the awareness of students, staff and school community, and to provide effective action for dealing with bullying incidents.

This is achieved by providing opportunities:
- for children to talk about bullying
- to take part in Life Education and Peer Support programs
- to run sessions at staff meetings, P&C meetings,
- to inform parents through newsletters.

Supervision of Key Areas
Vigilant supervision is essential to eliminating bullying.

Key Areas:
The following areas have been identified as requiring vigilant supervision:
- playground- see Playground Policy for detail of areas
- bus, both while waiting and on the bus (by the bus company)
- corridors and between class movement
- in - class behaviour and social relationships in the classroom.
PIKAS METHOD

1. Individual “chats”
   - bully first
   - victim (7m)
2. Follow up a week later (3m)
3. Half hour group meeting (30m)

INDIVIDUAL ‘CHATS’

STAGE 1

“I hear you have been nasty to ‘X’. Tell me about it.”
   - Let the pupil talk.
   - Avoid closed questions
   - Don’t question if they complain about the victim.

STAGE 2

“So it sounds like ‘X’ is having a bad time.”
   - As soon as they agree move on to Stage 3.
   - If they say “It’s his/her fault”, agree but still point out that they are having a bad time.

STAGE 3

“Good. I was wondering what you could do to help improve “X’s situation.”
   - Accept suggestions.
   - Don’t bargain or question.
   - Don’t discuss “How”.

STAGE 4

“OK. I’ll see you next week to find out how you are getting on.”
PROCEDURE FOR INVESTIGATING AND RESPONDING TO BULLYING INCIDENTS

1. Take the report seriously.
2. Be wary of labelling pupils or parents.
3. Encourage the bully to see the victim’s point of view.
4. Offer concrete help, support, advice and feedback to the victim and their family.
5. Make it clear to the bully that the School disapproves of the behaviour.
6. Deal with the incident immediately and refer to APP or ET who will then refer it to the Principal if necessary. Those involved will be dealt with in line with the School’s Discipline Code.

GUIDELINES FOR LISTENING TO VICTIMS, WITNESSES AND BULLIES

The PIKAS Method (Method of Shared Concern) of interview is recommended. (Appendix 1)

RESPONSIBILITIES

Teachers must be aware they are role models of ANTI-BULLYING behaviour. Teachers must ensure children understand that bullying takes many forms including direct (eg hitting, pinching), and indirect (eg teasing). Pupils must inform teachers or an adult. They must be aware that their report will be taken seriously, that “It’s O.K. to tell”, and that there is support available through S.R.C. and Peer Support programs as well as staff and parents. Children must take responsibility for their behaviour.
Parents must be involved in the School’s Anti-bullying Policy and inform the School of any problems or incidents.
Ancillary Staff must be aware of the Anti-bullying Policy and pass on complaints to the appropriate person.

PUBLICISING THE POLICY

Every effort will be made to inform the parents, staff and students annually about the importance of the School’s Anti-bullying Policy, through:
- classroom programs
- staff meetings
- School Council
- P&C
- newsletters.

The implementation of the Anti-bullying Policy will be ongoing.

POLICY EVALUATION

Indicators of success will be through survey, observation of improved playground behaviour and monitoring of detention and incident records.

"Parents, teachers, ancillary staff and pupils must be prepared to talk so that everybody understands how others feel. Although this is not easy, it is the only effective way to stop bullying." ("Bullying And How To Fight It." Andrew Mellor)