



Randwick Public School - Anti-bullying Procedures and Consequences

The school rejects all forms of bullying, be it physical, verbal, psychological or social.

Bullying is regarded as having these elements:

- A desire to hurt;
- Hurtful behaviour (physical, verbal, psychological or social) in a situation where the bully is more powerful than the victim;
- The action is regarded as unjustified, typically repeated; and
- Experienced by the victim as hurtful and intentional.

Randwick Public School aims to:

- Provide a safe and happy environment for students, staff and parents;
- Develop a school culture in which co-operation is fostered and harassment is not tolerated;
- Empower students, staff and parents to deal with issues associated with harassment;
- Deal proactively with issues of violence, harassment, intimidation and bullying to create a safe environment;
- Teach inclusion in a systematic manner through the curriculum and school culture; and
- Acknowledge that all school community members have a responsibility to work together.

Expectations of staff, students and parents:

- Students are expected to play safely; report all bullying incidents; co-operate with other students and staff.
- Staff are expected to encourage co-operative behaviour through co-operative learning techniques; be vigilant and proactive on playground duty; respond to all students' concerns and complaints; assist with the identification of students who are using bullying behaviour; be positive role models for all students; and be aware of the DET discrimination policies.
- Parents are asked to discuss the Student Welfare, Discipline and Anti-Bullying policy with their child; encourage co-operative behaviour in the children; discourage retaliation of any kind; encourage independence in their children; and report any incidents of harassment.

Whole school strategies to promote Anti-Bullying, inclusivity and respect:

- K-6 resilience program: Bounce Back
- K-6 Peer Bounce Back groups
- Kindergarten / Year 4 Buddy program
- Weekly leadership and values awards
- Intervention programs for learning and behaviour
- Discussion of bullying in classrooms and assemblies
- Promotion of anti-bullying strategies in the classroom and newsletter
- Maintenance of records detailing students' behaviour using ESR Welfare

Classroom strategies:

- Regular classroom discussions of bullying



- Cooperatively developed class rules
- Teacher modelling of respectful behaviour
- Implementation of Circle Time and the Bounce Back resilience program

Procedures for dealing with bullying behaviour

- All bullying incidents are detailed in ESR Welfare
- Teachers deal with the situation as reported. Where teachers are not able to resolve the behaviour, or where it is of a more serious nature, then the matter is referred to the supervisor, the Deputy Principal or the Principal for resolution
- If a student persists in displaying inappropriate behaviour, intervention occurs. This may include play restrictions, counselling and parent interviews. At the Counsellor's professional discretion, an outside agency may be asked, through application, to provide support.
- Victims of bullying are provided with counselling where appropriate strategies to deal with the bullying behaviour are determined
- Parents are informed of repeated or more serious occurrences and consequences
- Procedures for dealing with bullying behaviour are part of the wider Discipline Policy

Students may be asked for a written report on the incident, which will be filed for future reference

A Red form may be issued for any behaviour (physical, verbal, psychological or social) intended to be hurtful

A Grey form will be issued to the perpetrator of any repeated bullying offence or any bullying involving violence.

No aspect of bullying will be tolerated either in the classroom, on the playground or in transit to and from school.