SATHYA SAI COLLEGE

"Character Development with Academic Excellence"

ANTI BULLYING PLAN

Table of Contents

Preface

Sathya Sai College, Ltd. is hereby referred to as the 'School'. In this Policy 'Principal' refers to the Principal and/or Deputy Principal and/or Business Manager.

The Schools policies are made in accordance with NESA requirements as per 'Registered and Accredited Individual Non-government Schools (NSW) Manual: November 2022'.

Rationale

This plan outlines the processes for preventing and responding to student bullying in our school and reflects the *Discipline Roadmap* and the *Anti-bullying Policy* of Sathya Sai College

Sathya Sai College is committed to maintaining an environment that values the inherent worth and dignity of every individual; fosters tolerance, sensitivity, understanding and mutual respect; and encourages all members of the school community to strive to reach their full potential.

Statement of purpose

At Sathya Sai College we promote positive relationships that respect and accept individual differences and diversity within the whole school community. We actively work together with the community to foster a safe, supportive learning/working environment where bullying is not tolerated. Positive relationships are also promoted and maintained through effective classroom and playground education in the 5 Human Values of Love, Peace, Truth,Right Conduct and Non-Violence. Our Anti-bullying Plan aims to deal effectively with and prevent incidences of bullying through the provision of our Human Values lessons, positive prevention strategies and support for reporting and managing all forms of interactions that are not acceptable in the school environment.

Through these measures we aim to achieve:
• students report bullying behaviour when it occurs
• students are upstanders rather than bystanders
• a reduction in the number of incidents involving bullying behaviour

Protection

Definition:

Bullying is repeated verbal, physical, social or psychological behaviour that is harmful andinvolves the misuse of power by an individual or group towards one or more persons.
Cyberbullying refers to bullying through information and communication technologies.

Bullying can involve humiliation, domination, intimidation, victimisation and all forms ofharassment 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.

Conflict or fights between equals or single incidents **are not defined as bullying.**

Different types of bullying:

Physical:
• Hitting/punching
• Pushing/shoving
• Kicking
• Throwing objects
• Taking other's belongings/stealing from others
• Damaging others' belongings
• Spitting at others
• Intimidation - making someone do something they don't want to do

Verbal:
• Threatening
• Name calling/teasing
• Swearing at others
• Ridiculing (making fun of) another person because of their actions, appearance, physicalcharacteristics or cultural backgrounds

Indirect:
• Spreading rumours
• Excluding others
• Writing negative comments about another person and sharing those comments
• Choosing not to tell if you see another person being bullied

Cyber Bullying:
• Sending of abusive texts or emails
• Taking and sharing images of others without their consent
• Posting unkind messages or inappropriate images on social networking sites
• Excluding individuals from online chats or other communication
• Assuming the identity of the victim online and representing them in a negative manner ormanner that may damage their relationship with others

- Repeatedly and for no strategic reasons, attacking players in online gaming
- Stealing passwords

Staff's Responsibilities
- To always model appropriate behaviour and the Human Values
- To monitor and track incidences of bullying and respond in an appropriate and timelymanner (within 48 hours)
- To communicate any bullying behaviour to the respective campus Wellbeing Coordinator
- To implement school programs which promote positive relationships that incorporatestrategies to deal with bullying
- To communicate bullying incidences with parents when needed

Parents' Responsibilities
- To be aware of and support the school's Anti-bullying Policy
- To support their children to become responsible citizens and to develop responsible on-linebehaviour
- To take an active role in their child's school life and watch for signs that their child may bebeing bullied
- To support their children in developing positive responses to incidents of bullying consistent with the school Anti-bullying Plan
- To instruct their child to 'tell' if they are bullied or witness others being bullied
- To work collaboratively with the school to resolve incidents of bullying when they occur

Students' Responsibilities
- To always behave appropriately and practise the 5 Human Values
- To show consideration and respect and to support others
- To 'tell' if they are being bullied or if they see someone being bullied – both at school andon the way to and from school
- To attempt to use learnt strategies to deal with bullying incidents as outlined in the Education in Human Values Program

Prevention

Through implementation of the school rules and expectations, the school will establish and maintain a positive climate of respectful relationships where bullying is less likely to occur.This includes:

Preventative Strategies
- Education and promotion of the school's Anti-bullying Policy
- Explicit teaching & modelling of positive behaviours that reflect school expectations and Human Values
- Productive and respectful relationships established between all members of the school community
- Classroom rules, routines and processes negotiated and applied consistently

- Adequate supervision of students during breaks on playground and classrooms
- Active intervention when bullying occurs
- Liaising with School Link Coordinator – Angela Clancy (07 55067370) and Police Liaison Officer – Scott Bowden (07 55069499)
- Treating all others with dignity and respect
- Clearly defined and articulated consequences for non-compliant, inappropriate and/orbullying behaviour as defined in the Discipline Roadmap

Strategies to Deal with bullying

- Reported cases can be dealt with in several ways. It is recognised, however, that each case is different and may require an individual, case by case approach. In all cases it is important to ensure:
    - That victims are believed and made to feel safe and supported
    - Restorative Practices
    - Monitoring by the Wellbeing Committee
    - Incidences recorded and kept on the School Database (Sentral)
    - Parents and school staff work collaboratively together
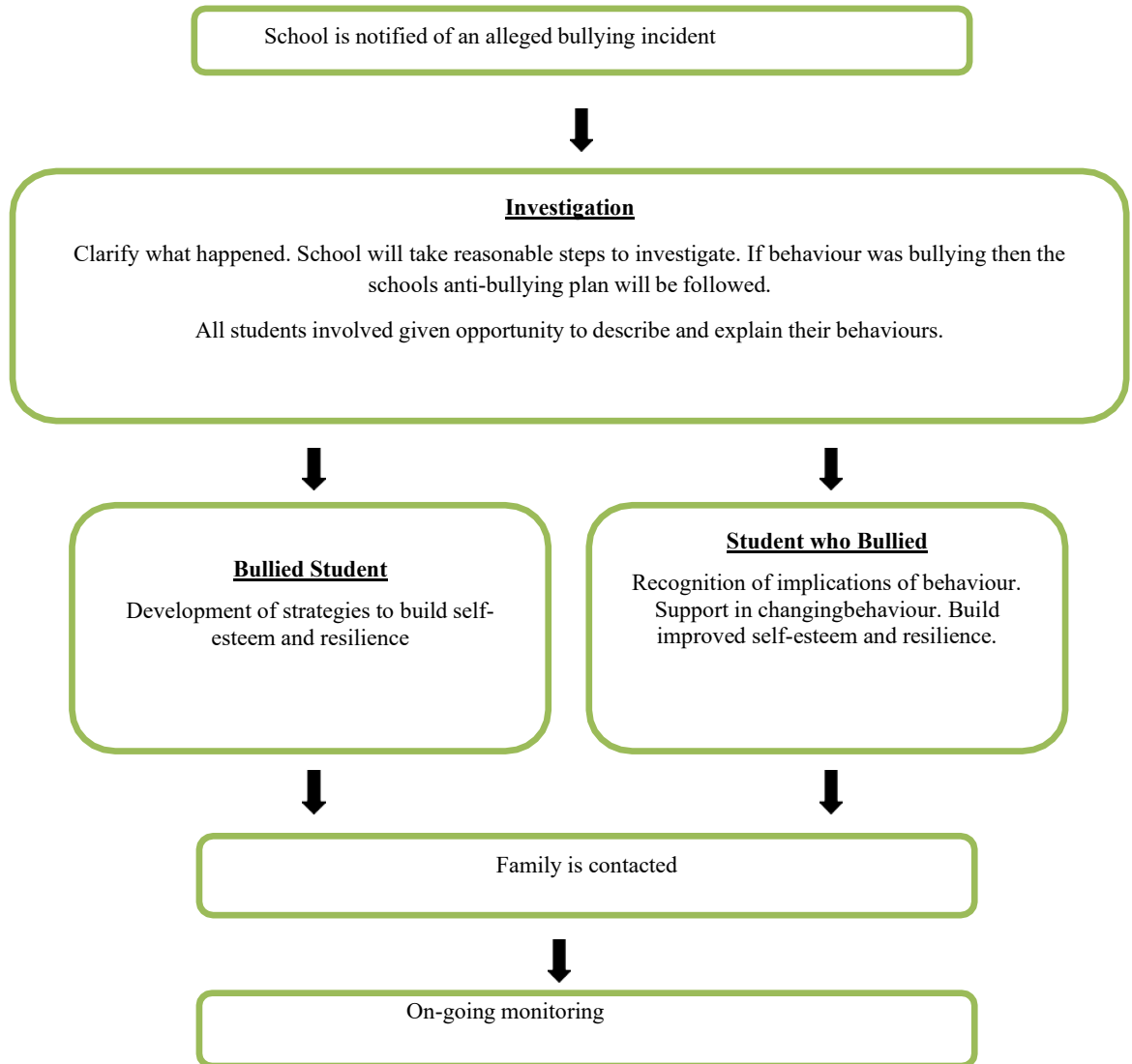
Early Intervention

Some students are identified as being at risk of bullying or developing long-term difficulties with social relationships. Some students are also identified as using bullying behaviour. Where it is anticipated that a student may be at risk of becoming either a victim or perpetrator of bullying behaviour, the following measures will be taken:

- Referral to Wellbeing Committee
- Using social skills programs
- Find things the students are good at and celebrate their successes
- Promote leadership within the school amongst the students
- Using Mediation and Silent Sitting to assist with small problems
- Development of action plans on how to cope with difficultsituations e.g. "The 5 Steps"
    1. Look the person in the eye
    2. Say their name
    3. Say "Stop it"
    4. Say "I don't like it when…"
    5. Walk away

Response

• Incidences of bullying are required to be reported immediately to any teacher, Wellbeing Coordinator or Principal by students and/or parents. Any bullying incidences reported will be investigated and recorded by the Wellbeing Coordinator or Principal. Consequences for the perpetrators of clearly substantiated bullying behaviour will also be imposed as outlined in the school's Anti-bullying Policy and in accordance with the Sathya Sai College Discipline Roadmap.

• Children involved speak with the Wellbeing Coordinator or Principal about the incident.

• If clearly substantiated, and depending on the nature of the incident, the students' parents will be contacted and a warning given of the consequences for further incidences.

• Inform other staff of the incident.

• Monitor the behaviour of the children involved.

• If aggression is repeated, the Principal and Wellbeing Coordinator will meet with the student's parents.

• If the child continues to bully, make an appointment to speak to the parent/carer. Remind them of the policy and ask for their cooperation in stopping the child from bullying other students.

• If it is noted that a student is repeatedly perpetrating bullying behaviours, a Behaviour Support Plan will be developed for him/her in consultation with his/her parents to hopefully modify behaviour and reduce risk to other students.

• If bullying behaviour does not stop, the student may be suspended as per the school's Discipline Roadmap.

• In the case of cyber-bullying initiated through school accounts, the student may have their personal account blocked for a period determined by the principal and subsequent consequences for this behaviour determined in line with the school's discipline roadmap.

• All incidences of bullying, including those involving assaults, threats, intimidation or harassment, will be recorded and stored on the Sentral Management System. Relevant staff will report and record the incident in Wellbeing using the applicable incident report template and notify the Wellbeing Coordinator.

Sathya Sai College Bullying Roadmap

School is notified of an alleged bullying incident

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Investigation

Clarify what happened. School will take reasonable steps to investigate. If behaviour was bullying then the schools anti-bullying plan will be followed.

All students involved given opportunity to describe and explain their behaviours.

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Bullied Student

Development of strategies to build self-esteem and resilience

Student who Bullied

Recognition of implications of behaviour. Support in changingbehaviour. Build improved self-esteem and resilience.

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Family is contacted

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On-going monitoring

Reporting Instances of Cyber-bullying:

• If students are being harassed online, they are encouraged to take the following actions immediately:

- Tell an adult you trust. This can be a teacher, parent, older sibling or grandparent –someone who can help you to do something about it. Leave the area or stop the activity.
- Block the sender's messages. If you are being bullied through e-mail or instant messaging, block the sender's messages. Never reply to harassing messages.
- Keep a record. Save any harassing messages and record the time and date that you received them.
- Advise your Service Provider. Most service providers have appropriate use policies that restrict users from harassing others. They can respond to reports of cyber-bullying over their networks, or help you track down the appropriate service provider to respond to.
- Report to police. If the bullying includes physical threats, tell the police. Some people think that they can get away with it because they believe it is anonymous. They are wrong. Most can be traced and it is a criminal offence to use a mobile phone or any form of communication to menace or harass or offend another person.

Additional Information

AIS NSW – (02) 9299 2845

Police – Murwillumbah (02) 6672 9499
     – Tweed Heads (07) 5536 099
     – Liaison Officer (07) 5506 9435

NSW Health Child Wellbeing Unit – 1300 480 420
https://www.health.nsw.gov.au/parvan/childprotect/Pages/svf-cwu.aspx

FACS Helpline – 132 111

Lifeline – 131 114

Kids Help Line – 1800 551 800

Mental Health Crisis Line – 1300 569 968

Principal – Cal Atkins
Deputy Principal – Garry Shearman

Wellbeing Coordinators
Secondary Campus – Edwina Williams
Primary Campus – Jessica Knight

School contact information

Sathya Sai College

Ph: (02) 6670 8800

Email:

schooloffice@sathyasai.nsw.edu.au (Primary) OR
schooloffice_d@sathyasai.nsw.edu.au (Secondary)

Web:

https://sathyasai.nsw.edu.au/

Policy Administration

The policy will be reviewed periodically, or in the event of any information or incident that indicates the need for review, or following any legislative or organisational change.

Anti Bullying Plan	
Policy Version	Version 5
Date of Formulation	February 2019
Date of last review	09.03.2023
Date of next review	February 2026 or any changes to NESA requirements or Legal obligations.