*The term ‘bullying’ has a specific meaning. The school’s Anti-Bullying Plan details the strategies implemented to reduce bullying behaviour.*

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. 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.

**CPS is committed to creating a safe and welcoming place for all**.

Campsie Public School Community does this by:

* Teaching students social skills, conflict resolution and resilience;
* Playground programs for targeted students;
* Social and emotional learning through PdHPe, Positive Behaviour for Learning (PBL) programs;
* Teaching and modelling empathy for others;
* Providing support, workshops and information to families;
* Student leadership opportunities;
* Ongoing professional development for staff;
* Online safety and anti-cyberbullying lessons;
* Celebrating Diversity through Harmony Day, NAIDOC and Multicultural celebrations.

*Bullying is behaviour by a more powerful person or group (physically or psychologically) that repeatedly makes another less powerful person or group feel they are unsafe, uncomfortable or unhappy.*

**Bullying falls into four categories**

1. ***Verbal,*** for example; name calling, insults, racist and homophobic remarks, teasing;

2. ***Physica****l,* for example; hitting, kicking, damaging property;

3. ***Social,*** for example; exclusion, damaging someone’s reputation, deliberately embarrassing someone; and

4. ***Psychological,*** for example; spreading rumours, humiliation, dirty looks, threats or intimidation.

**What is not bullying:**

* Conflict between two people or groups that are of equal power, eg; two friends disagreeing.
* One-off incidents.
* Not liking someone or not being included in a group, unless it includes deliberate actions to repeatedly humiliate or turn others against the person.
* Making a one-off joke about someone.

Bullying is very complex. Bullying occurs for lots of different reasons and sometimes students experiencing bullying behaviour are also involved in bullying behaviours. Sometimes the student isn’t aware they are even causing distress.

**Some signs that a child could be experiencing bullying behaviours from others:**

Has trouble sleeping.

May be wetting the bed.

Refusing to go to school.

Damaged or missing property.

Withdrawn from activities and friends.

Decreased self-esteem.

**Some signs that a child could be engaging in bullying behaviours:**

They get easily frustrated or are impulsive.

There are issues at school.

They are insecure, especially in relation to being popular.

Their friends are aggressive.

Home is unstable.

Finds it difficult to stop negative behaviour, even if after being asked to stop.

Is intolerant of others, especially those that are different.

Has witnessed adults, especially parents, excluding and gossiping about others, and/or making racist or intolerant comments about others.

**What to do:**

If you believe your child has been involved in bullying behaviours, either as experiencing bullying behaviours from others, or an instigator of bullying behaviour, or a bystander;

* Reassure your child that they are safe;
* Contact your child’s teacher so they can use the school’s system to support your child;
* Contact the school even if the bullying has/is occurring outside of school hours (this is particularly important if it is cyberbullying);
* Work with the school to help resolve the issue;
* Remind your child not to retaliate; and
* Tell your child to always tell an adult if they feel unsafe.

CPS must follow Privacy Laws and may not be able to tell families everything that we do when resolving bullying incidents.

If you are unhappy with the way CPS has handled an incident of bullying and you have spoken to the Principal you may wish to refer to the DoE Complaints Handling Policy (see DoE website).

**Where you can find more information:**

Websites for understanding and dealing with bullying:

NSW Department of Education

anti-bullying website:

https://antibullying.nsw.gov.au

National Centre Against Bullying:

[www.ncab.org.au](http://www.ncab.org.au)

Bullying. No Way!

<http://bullyingnoway.gov.au>

Cyberbullying:

[www.cybersmart.gov.au](http://www.cybersmart.gov.au)

Office of the eSafety Commissioner

https://www.esafety.gov.au

Safe Schools Hub: https://www.studentwellbeinghub.edu.au

**Resources to help deal with emotional and social issues:**

Kids Matter:

[www.kidsmatter.edu.au](http://www.kidsmatter.edu.au)

Kids Helpline:

www.kidshelp.com.au

phone 1800 55 1800

Headspace: <https://headspace.org.au>

Beyond Blue: 1300 22 4636

<https://www.beyondblue.org.au>

RUOK?

https://www.ruok.org.au