



Education &  
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# Anti-bullying Plan

Wirreanda Public School





# Bullying:

## Preventing and Responding to Student Bullying in Schools Policy (2011)

The NSW Department of Education and Communities rejects all forms of bullying. No student, employee, parent, caregiver or community member should experience bullying within the learning or working environments of the Department.

### Bullying

**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.**

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

Bullying behaviour can be:

- **verbal** eg name calling, teasing, abuse, putdowns, sarcasm, insults, threats
- **physical** eg hitting, punching, kicking, scratching, tripping, spitting
- **social** eg ignoring, excluding, ostracising, alienating, making inappropriate gestures
- **psychological** eg spreading rumours, dirty looks, hiding or damaging possessions, malicious SMS and email messages, inappropriate use of camera phones.

The term “bullying” has a specific meaning. The school’s Anti-bullying Plan sets out **the processes for preventing and responding to student bullying**. The school has a range of policies and practices, including welfare and discipline policies that apply to student behaviour generally.

Schools exist in a society where incidents of bullying behaviour may occur. Preventing and responding to bullying behaviour in learning and working environments is a shared responsibility of all departmental staff, students, parents, caregivers and members of the wider school community.

**School staff** have a responsibility to:

- respect and support students
- model and promote appropriate behaviour
- have knowledge of school and departmental policies relating to bullying behaviour
- respond in a timely manner to incidents of bullying according to the school’s Anti-bullying Plan.

In addition, teachers have a responsibility to:

- provide curriculum and pedagogy that supports students to develop an understanding of bullying and its impact on individuals and the broader community.

**Students** have a responsibility to:

- behave appropriately, respecting individual differences and diversity
- behave as responsible digital citizens
- follow the school Anti-bullying Plan
- behave as responsible bystanders
- report incidents of bullying according to their school Anti-bullying Plan.

**Parents and caregivers** have a responsibility to:

- support their children to become responsible citizens and to develop responsible online behaviour
- be aware of the school Anti-bullying Plan and assist their children in understanding bullying behaviour
- support their children in developing positive responses to incidents of bullying consistent with the school Anti-bullying Plan
- report incidents of school related bullying behaviour to the school
- work collaboratively with the school to resolve incidents of bullying when they occur.

**All members of the school community** have a responsibility to:

- model and promote positive relationships that respect and accept individual differences and diversity within the school community
- support the school’s Anti-bullying Plan through words and actions
- work collaboratively with the school to resolve incidents of bullying when they occur.

# Our School Anti-Bullying Plan

This plan outlines the processes for preventing and responding to student bullying in our school and reflects the *Bullying: Preventing and Responding to Student Bullying in Schools Policy* of the New South Wales Department of Education.

## Statement of purpose

At Wirreanda Public School we promote positive relationships that respect and accept individual differences and diversity within the whole school community. The school actively works 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 behaviour management programs and initiatives.

Our Anti-bullying policy aims to deal effectively with, and prevent incidences of bullying through the provision of positive prevention strategies, support for reporting and managing all forms of interactions that are not acceptable in the school environment.

Through these measures we aim to achieve:

- An increase in the number of students who report bullying behaviour
- A reduction in the number of incidents involving bullying behaviour
- Better performance in schoolwork

## Bullying Definition

**Bullying is intentional, repeated behaviour by an individual, or group, causing stress or undue pressure to others. It is usually a conscious desire to hurt, threaten or intimidate someone. This may be done physically, verbally, psychologically or using technology. Some examples of this are:**

- **Social:** a child is excluded, ignored or rumours are spread
- **Verbal:** a child is called names, put down, threatened, victimized, harassed based on gender, race or disability

- **Physical:** hitting, punching, pushing, shoving, damaging someone else's possessions or making someone do something against their will
- **Psychological:** making a child feel belittled or unsure of themselves
- **Cyber:** (Online Bullying): verbal and indirect social/psychological bullying through the use of technology such as emails, blogs, websites, mobile phones etc. including:
  - The sending of abusive texts
  - Taking and sharing private images of others
  - Posting unkind messages or inappropriate images on social media
  - Assuming the identity of the victim online and representing them in a negative manner

## Prevention

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

- Taking part in National Day of Action against Bullying, Bullying No Way program in term
- Training staff in to identify signs of bullying and in the school procedures in dealing with bullying
- Explicitly teach positive behaviours embedded within the curriculum addressing positive relationships, conflict resolution, resilience, bystander action through the You Can Do It and PDHPE programs
- Recognising and acknowledging students who demonstrate appropriate behaviours that promote and restore relationships
- Reinforcing Anti-bullying culture through the School Leadership program
- Providing safe and structured playground spaces and activities at break times
- Communicating the school's zero tolerance for bullying to the whole school community via the school newsletter, Facebook, whole school assemblies and through the You Can Do it program
- Clearly defined and articulated consequences for non-compliant, inappropriate and/or bullying behaviour



## Staff are responsible for:

- Modelling and promoting appropriate behaviour at all times
- Teaching students skills and strategies to deal with bullying as per the strategies outlined in the plan
- Embedding anti-bullying messages into curriculum areas in all stage levels
- Beginning each term with Anti-bullying and Anti-racism lessons in classes.
- Dealing with all reported and observed incidences of bullying as set out in this plan and the school's discipline policy
- Creating a culture where it is acceptable and encouraged to report incidents
- Reporting all incidents of bullying to the Assistant Principals or Deputy Principal or Principal, consistent with the school welfare reporting procedures

## Parents/Caregivers are responsible for:

- Watching for signs that their child may be being bullied
- Speaking politely to a staff member at Wirreanda Public School if they suspect their child is being bullied
- Instructing their child to 'tell' if they are bullied
- Building resilience in their children through listening, discussion and by modelling resilience
- Supporting their children to become responsible citizens and to develop responsible behaviour
- Respecting recommendations and laws governing the age limit of students when using social media. E.g. Facebook requires everyone to be at least 13 years old before they can create an account. Creating an account with false information is a violation of their terms.
- Modelling and promoting appropriate behaviour
- Teaching their children to be active bystanders
- Talking to their children regarding strategies to manage bullying

## Students are responsible for:

- Being assertive – telling the 'bully' that they don't like the behaviour, how it makes them feel and that how they must tell a teacher if the person continues
- Reporting if they are being bullied or if they see someone else being bullied
- Taking responsibility for looking after others
- Behaving appropriately, respecting individual difference and diversity
- Behaving as responsible digital citizens
- Offering support to students they know are being bullied and assist them in seeking help
- Abide by NSW DOE Core Rules and follow the school's Anti-bullying plan

### *If you are being bullied...*



### Do the 'high five'...

1. Ignore
2. Talk friendly ...use neutral language
3. Walk away
4. Talk firmly – respectfully tell them to stop
5. Report – see below

### *But if this has been going on for a while and these don't work...*

- Talk to your friends and ask for support
- Talk to your parents
- Talk to your teachers including the Principal, Deputy Principal and Assistant Principals

### ***If you see someone else being bullied...***

- Tell the person acting like a bully to stop
- Talk to a teacher
- Don't watch or join in
- Try to change the subject
- Try to comfort and include the person being targeted

### **Response**

- Children involved report incidences of bullying to any teacher, Assistant Principal, Deputy Principal or Principal about the incident.
- If clearly substantiated, and depending on the nature of the incident, the students' parents will be notified and a warning given of the consequences of further incidences.
- If it is noted that a student is repeatedly perpetrating bullying behaviours, a monitoring card/system will be developed for him/her in consultation with his/her parents to reduce the risk to other students.
- In the case of cyber-bullying initiated through school accounts, the student may have their DoE account blocked for a period determined by the Principal
- Inform other staff of the incident
- Monitor the behavior of the children involved
- If the child continues to bully, make an appointment to speak to the child's parent/carer. Develop an intensive behaviour plan if necessary.
- If bullying behaviour does not stop, the student may be suspended as per the school's behaviour code and DoE policy documents.
- Victims of bullying will have access to the School Counsellor for support if the need exists or the student requests it.

### **Responsible Reporting:**

The executive staff will maintain correct DOE procedures when reporting incidents to the police. These procedures will follow contact being made with School Security.

All staff members take part in compliance training and child protection on an annual basis. Staff reports any child well-being concerns to the Deputy or Principal and notifications are recorded and made to the Child Well-Being Unit.

### **Communication**

Patterns of bullying behaviour are minuted at weekly stage meetings and on Sentral (school Well-Being database).

The Anti-bullying plan will be presented to a P&C meeting. It will then be communicated and handed out at the parent teacher night. The plan will be published on the school website. Anti-bullying processes will be published in the school handbook and as individual pamphlets.

The school will monitor and evaluate the effectiveness of the Anti-bullying plan through community consultation, P&C meetings, TTFM and the school Well-Being survey.

The school will review its Anti-bullying Plan using the School Excellence Framework, the Well-being Framework and through community consultation by holding parent information workshops. The effectiveness of the plan will be reviewed annually through the Annual Report using TTFM survey, feedback and data from the school data base. The Well-Being team will review the success of the Anti-bullying plan through their milestone evaluations.

### **Additional Information and Support Services**

Police Liaison Officer: Leanne Mann Raymond Terrace Police Station

DoE NSW Anti Bullying Website

Kids Helpline

Cyberspace School Gateway

Cyberbullying Stories

Bullying. No Way!

Racism. No Way!