



Education &
Communities

Anti-bullying Plan

School Name : WIDEMERE PUBLIC SCHOOL



Bullying:

Preventing and Responding to Student Bullying in Schools Policy (2020)

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

Bullying

Bullying behaviour has three key features. It involves the intentional misuse of power in a relationship. It is ongoing and repeated, and it involves behaviours that can cause harm.

Bullying is repeated verbal, physical, social or psychological behaviour 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 of 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 possession, malicious SMS and email messages, inappropriate use of camera phones and online.

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:

- support the school in maintaining a safe, inclusive and supporting learning environment
- model and promote appropriate relationships and behaviours
- promote a school culture where bullying is not acceptable
- teach students to identify, report and respond to bullying at school and online
- manage reports of bullying and escalate matters to the principal (or delegate) when necessary.

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:

- follow DET Behaviour Code of Code for Students
- be inclusive and respect other students, their teachers, school staff, and community members, and to not bully, harass, intimidate, or discriminate against anyone in our school
- 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, including online 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 schools Anti-bullying Plan through words and actions
- work collaboratively with the school to resolve incidents of bullying when they occur.

Our School Anti-Bullying Policy/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 at Widemere Public School.

Statement of purpose

At Widemere Public School bullying is defined as intentional, repeated behaviour by an individual or group of individuals that causes distress, hurt or undue pressure.

Bullying involves the misuse of power by an individual or group towards one or more persons. Bullying behaviour can be verbal, physical, social or psychological.

Bullying can involve all forms of harassment, humiliation, domination and intimidation of others, including that based on sex, race, disability, homosexuality or transgender.

This Anti-bullying plan has been developed collaboratively with students, school staff, parents, caregivers and the wider community. As a result there is a shared understanding of how to prevent and respond to bullying behaviour at Widemere Public School.

Protection

Our school community does not tolerate bullying or harassment.

- It is vital that all members of the school community are firmly committed to putting an end to acts of bullying.
- All victims of bullying should be supported as no one deserves to be bullied.
- Respect for others is expected.

We believe that...

- learning can be best fostered in a socially supportive and enjoyable

environment which promotes success for every student,

- students' wellbeing and confidence are central to student learning,
- students have a right to be safe, to learn, to be given opportunities to find and develop their talents and be accepted for who they are,
- everyone has the right to have his or her concerns taken seriously, and

Our school community aims to....

- send a clear message to students as to what is acceptable behaviour through our PBL program,
- consistently apply sanctions against bullying behaviour,
- provide the students with skills to solve problems and avoid conflict,
- establish links between the school and the community,
- maintain a safe and supportive environment, and
- promote citizenship and leadership skills to enable students to contribute to, and benefit from, a culturally diverse society.

Teaching and learning programs aim to...

- build and support personal development, wellbeing and inclusion,
- enhance cooperation and support between students, students and teachers, the school and the community, and
- involve students in discussions and explicit lessons on anti-bullying and cyber bullying strategies through Peer Support programs.

At Widemere Public School protection strategies are explicitly taught by...

- modeling and encouraging the use of positive and supportive language with an expectation of student use,
- conducting lessons across all aspects of Student Wellbeing, including anti-bullying and cyberbullying,
- providing opportunities for students to develop acceptable social interaction skills during play, and
- involving students in establishing classroom rules of behaviour.

Prevention

Our school rules are...

- Be Safe
- Be Respectful
- Be a Learner

Widemere Public School is a Positive Behaviour for Learning (PBL) school and therefore our discipline policy is developed around promoting and rewarding positive behaviour.

Students are rewarded through a variety of school and classroom strategies to promote appropriate and positive behaviour such as merit certificates, which are linked to the rules, and *WOW* awards which are awarded for displaying appropriate behaviours.

All behaviour is managed and monitored through STEP charts for classroom and playground settings. Students understand what is deemed to be appropriate behaviour, and are aware that Bullying is not tolerated and there are consequences for such behaviour.

Strategies to respond to bullying are taught school wide. All Anti-Bullying programs include lessons relating to managing cyberbullying.

To prevent bullying, students need to...

- Be assertive. Ask the bully to stop and say “Please leave me alone” or “You are being mean on purpose.”
- Walk away. Find different children to play with and ignore the bully.
- Tell an adult.

To prevent bullying, students who know of or see someone else being bullied need to...

- Intervene (if safe to do so) when the bullying occurs by telling the bully to stop (This is useful if the onlooker has influence on the bully),
- Refuse to join in with the bullying or cyberbullying.
- Support students who are being bullied by standing with them, and
- Tell an adult if they are concerned about the bullying.

Teacher strategies to prevent the likelihood of teasing or bullying

- Ensure quality supervision at all times.
- Be punctual to duty or class and ensure appropriate supervision.
- Maintain open and effective communication with students.
- Be observant, especially of covert behaviours and body language.
- Document and monitor incidents of teasing and bullying.
- Early intervention can diffuse conflict situations before bullying sets in.

Widemere Public School implements a range of programs and strategies to support bullying prevention.

We assess the level of bullying in the school by monitoring the school environment through collating and analysing data to determine effectiveness of current practices.

Professional learning is provided for staff in identifying and responding to incidents of bullying as well as developing and implementing school-wide protective and preventative strategies.

Cybersmart strategies and anti-bullying presentations are offered to students, teachers and parents.

Police Youth Liaison Officers are utilised to meet and talk to students about cyberbullying as well as run parent workshops.

We project a unified message against bullying by...

- teaching school and class rules explicitly at the beginning of each term,
- communicating anti-bullying messages throughout the school community using newsletters, information sessions, and P&C meetings, and
- displaying posters containing anti-bullying messages around the school, including areas regularly accessed by parents.
- Discussing and communicating or PBL rule of the week at morning and fortnightly assemblies.

We help kids understand bullying by...

- teaching effective protective and preventative strategies,
- using a range of resources, such as 'e safety commissioner', 'Reach Out', and 'Bullying No Way!' to support programs,
- sharing stories and providing students with opportunities to discuss and role play supportive bystander behaviour and other protective and preventative strategies,
- peer support on Bullying and Cyber Bullying
- participating in the annual poster competition on anti-bullying,
- acknowledging the National Action Day Against Bullying and Harmony Day, and
- arranging visiting performances that focus on anti-bullying messages.

The school ensures that anti-bullying messages are embedded across all KLAs in every stage of the school in meaningful contexts.

- Literacy: use of literature and multimedia with a bullying theme.
- CAPA: role play scenarios involving bully, victims, and bystanders.
- PDHPE: implementation of cybersafety and anti-bullying lessons K-6.

- HSIE: discussions relating past and current social issues, particularly those relating to minority groups.

Early Intervention

Widemere Public School implements a range of early intervention strategies and programs for students who are at risk of developing long-term difficulties with social relationships, as well as students who are identified as having previously experienced bullying or engaged in bullying behaviour. Early intervention strategies include...

- creating an atmosphere of mutual respect and value,
- student mediation where appropriate,
- the development of Behaviour Management Plans and Risk Assessments prior to enrolment for students who arrive at school, either in Kindergarten or from other schools, where a history of bullying has been previously documented,
- individual and group support from the school counselor,
- monitoring students by the Learning Support Team (LST) and PBL Teams,
- utilising Student Learning Support Officers (SLSOs) for specific students,
- implementing targeted lessons for identified students,
- monitoring other behaviour programs eg PBL and Reflection Time, and
- following up observations noted during Kindergarten orientation programs.

Response

Empowering the school community

Widemere Public School will empower the whole school community to recognise and respond appropriately to bullying, harassment and victimisation and behave as responsible bystanders by...

- offering community information sessions on this policy,
- promoting awareness of anti-bullying support organisations, and
- displaying anti-bullying posters around the school.

The procedures outlined in this policy will be communicated to the school community in many ways, including...

- enrolment packages for new students,
- school newsletters and P&C meetings,
- posters on display around the school,
- staff communication meetings,
- school website, as well as
- being available through the school office.

Procedures for managing incidents at school

A report of bullying can be made by a student, teacher or parent. An initial interview is conducted to determine if the incident was bullying or a single incident of aggression. This interview can be undertaken by the class teacher or other member of staff to whom the incident was reported. This interview should happen as soon as possible after the report has been made.

The following questions are asked...

- What exactly happened?
- Who was involved?
- When did it happen?

- Where did it happen?
- Were there any witnesses/ bystanders?
- Have you had a problem with that child before?
- Who did you report this to?

On determining that it is most likely an incident of bullying, a 'Bullying Incident Report' is completed and the child is referred to the Anti-bullying contact person who documents the incident and follow-up plans. This information is also recorded on our EBS Student Management Database.

At the interview with the Anti-bullying contact person other people involved are identified and interviewed in order to clarify the incident, identify motivation and possible triggers. If appropriate, the bully/bullies and the victim/s are brought together to discuss the issue and repercussions for each party in order to determine consequences.

When an incident of bullying has been reported, the names of the students involved are communicated to staff at a communication meeting, thus allowing for other relevant information to be shared and ensure that students involved can be monitored in various settings around the school.

Strategies to manage the incident are devised and ensure that no further incidents occur. This plan may include consequences as well as the provision of ongoing support and intervention for the victim and the bully. Support may involve meeting with the counsellor, a referral to the LST or additional intervention as determined by the Principal.

Strategies and programs to support any student who has been affected by, engaged in or witnessed bullying behaviour include...

- providing individual and group support for both victims and bully to ensure successful mediation,
- completing Behaviour Management Plans and Risk Assessments prior to enrolment for students who arrive at school, either in Kindergarten or from other schools, where there is a history of bullying,

- developing programs to promote resilience and wellbeing, and
- conducting mediation sessions with students.

Updates will be provided, within the bounds of privacy legislation, to parents / caregivers about the management of bullying incidents that have been reported.

Monitoring the Anti-bullying Plan

The Anti-bullying plan will be regularly monitored by the school executive to identify behaviour trends and areas of concern. The effectiveness of this plan will be assessed through

- the number reported incidents and the number of students involved in repeat incidents,
- feedback from staff, parents and students, and
- ability to identify incidents which may lead to bullying in the future.

Widemere Public School will adhere to the Department of Education and Communities procedures for reporting incidents involving assaults, threats, intimidation or harassment to the Serious Incidents Unit or the Cumberland PAC and WHS hotline.

Widemere Public School will follow the Department of Education and Communities Complaints Handling Policy available at

https://www.det.nsw.edu.au/policies/general_man/complaints/resp_sugg/PD20020051.shtml

Widemere Public School will report annually to the school community on the effectiveness of this Anti-bullying Plan through the publication of the school's Annual School Report.

Widemere Public School will review this Anti-bullying Plan with the school community when devising the school plan for 2015-2017.

Principal's comment

Widemere Public School has zero tolerance for bullying. Teachers understand the importance of addressing bullying behavior and students are encouraged to develop resilience, walk away and tell the teacher. Positive bystander behaviour is taught to student bystanders to place social pressure on the bully to act

appropriately. The school bullying officer follows set procedures in dealing with bullying behavior enabling students and parents to be aware of bullying incidents and the consequences of bullying behavior. Analysis of school bullying incidents allows the school to proactively address school concerns of the various types of bullying. The community is informed of our bullying procedures and how they can assist us in dealing with bullying behavior.

This plan has been devised in consultation with.....

Michele Saunders, Principal

Martin Gawthorne, Assistant Principal

Rachel Terry, Class Teacher

Renee Sajnovic, Class Teacher

Kelly Isaacs, Parent

School contact information

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Additional Information

Police Youth Liaison Officer and the School Liaison Police Officer Cumberland PAC

Phone Number: 98974899

The following organisations are useful sources of information and support in regards to bullying:

Kids Helpline

1800 55 1800

www.kidshelpline.com.au

Lifeline

13 11 14

www.lifeline.org.au

Parentline NSW

13 20 55

www.parentline.org.au

Cybersmart

1800 880 176

www.cybersmart.org.au

Reach

www.reach.org.au

Beyond Blue

1300 224 636

www.beyondblue.org.au

Kids Matter

www.kidsmatter.edu.au

Bullying No Way!

www.bullyingnoway.com.au

Mindmatters

www.mindmatters.edu.au

National Centre Against Bullying

www.ncab.org.au

E-Safety

<https://esafety.det.nsw.edu.au>

BeYou

www.beyou.edu.au