



Education

Anti-bullying Plan

Waniora Public School 2019





Bullying

Preventing and Responding to Student Bullying in Schools Policy

The NSW Department of Education 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 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** e.g. name calling, teasing, abuse, putdowns, sarcasm, insults, threats
- **physical** e.g. hitting, punching, kicking, scratching, tripping, spitting
- **social** e.g. ignoring, excluding, ostracising, alienating, making inappropriate gestures
- **psychological** e.g. 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.

This policy has been prepared in consultation with parents, students and staff. A review of the policy will occur every three years in conjunction with the School Planning Process.

Statement of purpose

Waniora Public School rejects all forms of bullying. Students have the right to expect that they will be safe at school and spend each day free from the fear of bullying, harassment and intimidation. Teachers, school staff, students, parents, carers and members of the wider community have a responsibility to work together to prevent and address bullying using clear and systematic processes that are regularly monitored and evaluated. At Waniora Public School, diversity and difference is embraced within a positive and supportive environment.

Protection

Waniora Public School is committed to promoting positive relationships that are respectful and accepting of individual differences and value diversity. The school resolves to actively work together with all stakeholders to in promoting a safe and welcoming environment where students can thrive educationally and socially.

Waniora Public School accepts that students have a responsibility to –

- behave appropriately, respecting individual differences and diversity
- understand how bystanders can positively impact on incidents of bullying and respond accordingly
- behave as responsible digital citizens
- follow the School Anti-bullying Plan

School staff share a responsibility to –

- respect and support students
- model and promote appropriate behavior
- have knowledge of school and departmental policies relating to bullying behavior
- respond in a timely manner to incidents of bullying according to the school's Anti-bullying plan

Parents and carers have a responsibility to –

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



Prevention

Students at Waniora Public School are encouraged to develop strong positive relationships and report any ongoing problems to a staff member or member of the Learning Support Team. Students participate in wellbeing initiatives and anti-bullying lessons are embedded within curriculum across all stages of learning.

Early Intervention

Waniora Public School's Learning Support Team meets weekly to discuss and plan for interventions in regard to student's academic, social and emotional development. The Learning Support Team, informed by staff, community and student reports of bullying and anti-social behaviour, plan for and coordinate appropriate responses in line with departmental policies on bullying behavior.

Response

The strategies and programs Waniora Public School implements to support students who have been affected by, engaged in or who have witnessed bullying behaviour include the following:

- students are initially encouraged to report their concerns to a member of staff
- offenders will be counseled and supported in adopting better choices and ceasing bullying behaviours. Some incidents may be addressed through PBL lessons, anti-bullying programs, police liaison visits

- continued incidents beyond initial intervention will be discussed by the Learning Support Team. The Learning Support Team response may include but is not limited to the formation and implementation of a Behaviour Support Plan to address the behaviour
- parents will be contacted and informed of developments by Assistant Principals/Principal
- students who do not respond to action may be suspended

Consequences of Bullying and Harassment Include:

- Mediation meetings with Assistant Principal/School Counselor/Principal
- Parents informed
- Parent Interview
- School based consequences like exclusion from excursions, sporting trips and school representation
- Suspension from school



Informing the community:

- In some circumstances, including incidents that involve assaults, threats of violence, stalking or ongoing cyber-bullying, the police and the School Safety and Response Unit will be contacted.
- In circumstances that require contact with the Child Wellbeing Unit or Family and Community Services, members of staff will advise the principal, who will make contact with the appropriate unit after utilising the Mandatory Reporter Guide.
- This plan will be published on our school website.
- The Anti- Bullying Plan will be monitored by the Learning Support Team and evaluated in tandem with the School Plan. Any modifications will be based on an evaluation of evidence and will be made in consultation with staff, students and parents

Kids' helpline:	1800 551 800
Headspace:	(02) 4220 7660
Lifeline:	13 11 14
Police School Liaison Officer	(02) 4226 7899

www.beyondblue.org.au

www.ruok.com.au

www.bullyingnoway.com.au

Additional contact Information

Principal's comment

At Waniora Public School, bullying is not acceptable in any form. At our school, students have the right to be safe at school. Our school community understand that students learn best when they are free from the fear of bullying, harassment and intimidation. Students, teachers, parents and carers share a collective responsibility to work together to address bullying.

Waniora Public School

17A Ursula Road

Bulli. NSW. 2516

Phone: (02) 4284 3318

Fax: (02) 4284 9137

Email address: Waniora-p.school@det.nsw.edu.au

Website: <https://waniora-p.schools.nsw.gov.au>



Waniora Public School Learning Support Team

Gavin Hoy	Principal
Dianne Pyers	LaST & LST Coordinator
Helen James	Counsellor
Alison Forthuber	Assistant Principal
Vicky McDade	Assistant Principal
Michael Darmody	Assistant Principal
Penelope Smith	Assistant Principal
Suzanne Whitmee	Assistant Principal (Special Education)
Helen Grace	Teacher (Special Education)