

## ANTI-BULLYING PLAN

### Anti-Bullying Policy Statement

At Waniora PS, bullying is not acceptable in any form. 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, students, parents, carers and members of the wider community have a responsibility to work together to address bullying.

### Definition

Bullying at school is a serious matter. It is a complex issue involving repeated incidents where a person is hurt physically or emotionally by another person or by a group of people. Bullying involves the abuse of power in relationships. The assaults may be verbal, physical, social or psychological and may have long term effects. Bullying is difficult to detect as it usually happens out of sight and away from adults. Parents are often the first to identify that a problem exists.

Bullying behaviour can be:

Verbal: name calling, teasing, abuse, putdowns, sarcasm, insults, threats

Physical: hitting, punching, kicking, scratching, tripping, spitting

Social: ignoring, excluding, ostracising, alienating, making inappropriate gestures

Psychological: spreading rumours, dirty looks, hiding or damaging possessions, malicious SMS and email messages, inappropriate use of camera phones

Cyber bullying: which includes all communications that seek to threaten, humiliate, intimidate, control or demean

### Statement of Purpose

Students, teachers, parents, caregivers and members of the wider school community have a shared responsibility to:

- Promote positive relationships that respect and accept individual differences and diversity within the whole school community
- Actively work together to resolve incidents of bullying behaviours when they occur. Each group within the school community has a specific role in preventing and dealing with bullying.

**The school** has a responsibility to:

- Develop an anti-bullying plan that clearly identifies both the behaviours that are unacceptable and the strategies for dealing with bullying in the classroom and playground
- Inform students, parents, carers and the community about the school discipline policy and the anti-bullying plan
- Provide students with strategies to respond positively to incidents of bullying behaviour, including responsibilities as bystanders or observers
- Provide parents, carers and students with clear information on strategies that promote appropriate behaviour, and the consequences for inappropriate behaviour
- Follow up complaints of bullying, harassment and intimidation

**Students** have a responsibility to:

- Behave appropriately, respecting individual differences and diversity
- Follow the school rules
- Report suspected incidents to an appropriate staff member who will follow the procedures in this plan
- Understand how bystanders can positively impact on incidents of bullying and respond accordingly

**Parents and carers** have a responsibility to

- Support their children in all aspects of their learning
- Be aware of the school anti-bullying plan and assist their children in understanding bullying behaviour
- Advise their child to report any incidents to a teacher
- Assist their children in developing positive responses to incidents of bullying consistent with the school anti-bullying plan and discipline policy. Retaliation is not an option *or* a positive response.
- Support their children to deal effectively with bullying through the strategies of the anti-bullying plan and discipline policy
- Notify the school when incidents of bullying are suspected

**Teachers** have a responsibility to:

- Respect and support students in all aspects of their learning
- Model appropriate behaviour
- Respond in an appropriate and timely manner to incidents of bullying according to the school anti-bullying plan and discipline policy
- Actively patrol during supervision times
- Be observant of signs of distress or suspected incidents of bullying

## **Managing bullying**

### **Identifying bullying behaviours**

- Teachers attend professional learning sessions to understand the behaviours that are unacceptable and how to deal with bullying
- Staff, students and parents are informed of the definition of bullying and how to identify unacceptable, bullying behaviour
- Executives regularly monitor playground and classroom behaviour records to identify possible bullying incidents and patterns of offence

### **Strategies to deal with bullying behaviours**

- Address incidents of bullying quickly and effectively, on notification, using the school's discipline policy
- Report incidents to a teacher as soon as possible
- Promote 'bullying – no way' attitude through newsletters, assemblies, class lessons, etc

- Teach social skills program/lessons K-6, emphasising that bullying is not acceptable
- Involve school counsellor via learning support team referral where appropriate
- Review and improve use of playground and activities regularly
- Ensure senior students buddying kindergarten students are appropriately selected and trained to model appropriate behaviour
- Encourage SRC input on bullying issues
- Executive provide information sessions for parents
- Source and provide appropriate teaching resources

#### **Procedures to report bullying**

- Students, parents and carers are encouraged to report suspected incidents of bullying to a teacher or assistant principal / principal immediately
- Students may report incidents of bullying in writing through the boxes in the office and Block A.

#### **Monitoring and evaluating**

- Review the plan regularly to ensure everyone is aware of and committed to the policy and that it reflects the current needs and practices of the school.
- Collect and analyse data on the nature and extent of bullying and harassment in the school, eg surveys, classroom and playground records, suspension data. Completed by executive staff. This will assist in the assessment of the effectiveness of the plan to address issues of bullying and harassment and in the promotion of a safe and secure environment.
- Revise the plan, if necessary, after a review.

#### **Resources**

- Student Welfare Policy (NSW Department of Education and Training, 1996)
- Values in NSW Public Schools
- [www.bullyingnoway.com.au](http://www.bullyingnoway.com.au)
- [www.det.nsw.edu.au/antibullying](http://www.det.nsw.edu.au/antibullying)
- Child Protection Education: Curriculum materials to support teaching and learning in Personal Development, Health and Physical Education (1997-1998).
- Strategies for Safer Schools
- [Responding to Suggestions, Complaints and Allegations](#) (PD/2002/0051/V001)
- Revised Resources for Teaching Against Violence (NSW Department of Education and Training, 1995)
- Anti-bullying: Best Practice in Schools (NSW Department of Education and Training, 1999)
- The Playground: Best Practice in Primary Schools (NSW Department of Education and Training, 1999)
- Countering Discrimination: Support materials for Schools (NSW Department of Education and Training, 2000)
- A Fair Go for All (NSW Department of Education and Training, 1996)
- Strategies for Safer Schools (NSW Department of Education and Training, 1995-1996)
- Code of Conduct (1997)