



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 Annual Report

Our school's anti-bullying plan outlines the processes for taking reasonable steps to prevent and respond 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 plan has been developed in consultation with the wider school community. Each year staff will collect and review data to assess the effectiveness of our Anti-bullying Plan, intervention strategies and response to reports of bullying. Staff will modify teaching strategies and responses accordingly.

Parents and community members were invited to view a draft version of the Anti-Bullying Plan, posted on the school website, or to request a copy from the school. Parents and community members were encouraged to provide written feedback over a three week period. Members of The Student Representative Council were also consulted on key elements of the plan.

Statement of purpose

William Dean Public school is committed to providing a safe, happy and caring environment. We believe that all members of our school community have the right to be treated fairly and with dignity.

It is the shared responsibility of every member of our community to ensure our school is a safe and respectful learning environment.

As a result of implementing the William Dean Public School Anti-Bullying Plan, we will aim to:

- provide a safe environment for students to learn and play

- create a common understanding of what constitutes bullying
- reduce the incidence of bullying behavior
- encourage students to report incidences of bullying behaviour
- ensure staff utilise the procedures as set out in this plan
- provide parents with ongoing and up to date information and resources

Protection

Bullying is repeated verbal, physical, social or psychological behaviour that is harmful to others 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 such as phones and computers.

The following table provides some examples of bullying behaviours:

Repeated Verbal	Repeated Physical	Repeated Social	Repeated Psychological
teasing insults threats putdowns name calling	hitting kicking spitting throwing objects blocking access	ignoring excluding intimidation	Spreading rumours dirty looks hiding/damaging possessions malicious messages/photos

All community members share the responsibility to ensure William Dean Public School is a safe and respectful learning environment.

Responsibilities and delegation

All staff have the responsibility to:

- respect and support students
- model and promote appropriate behaviour
- promote a culture where it is acceptable and encouraged to report bullying behaviour
- have a reasonable 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
- provide curriculum and pedagogy that supports students to develop an understanding of bullying and its impact on individuals and the broader community

Students have the responsibility to:

- behave appropriately, respecting individual differences and diversity
- behave as responsible digital citizens
- follow the Anti-bullying Plan
- behave as responsible bystanders
- report incidents of bullying (to themselves or to others) to a staff member

Parents and Caregivers have the responsibility to:

- support their children to behave as responsible citizens and to develop responsible on-line 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 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

Prevention

The school will adopt four broad strategies to deal with and prevent bullying

Strategy 1

- provide professional development for staff relating to bullying and harassment
- provide lessons that explicitly teach appropriate behaviour, understanding of what is bullying behaviour and what to do if bullying occurs
- provide programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving skills e.g. Bounce Back, Playing Together
- clarify, with staff, at regular intervals, the school's policy on anti-bullying

Strategy 2

- promote the reporting of bullying incidents by children and/or staff involving themselves or others
- promote staff bringing reports of bullying to the school executive's attention
- regularly remind students and staff to report incidents of bullying
- encourage parents to contact the school if they become aware of a problem
- recognise and reward students for positive behaviour and resolution of problems

Strategy 3

- where bullying is identified the students involved will be interviewed as appropriate and appropriate action taken
- data for incidents related to bullying will be recorded on EBS4 and actions taken to address the incidents will be noted
- a review of incidents will occur twice each term (Week 4 and Week 8) by the Wellbeing Team in order to identify if additional resources or support is needed

Strategy 4

Strategies to support students who have been affected by or engaged in bullying behaviour can include:

- action against the bully
- teacher support
- a behaviour management plan

- referral to Learning and Support Team
- referral to School Counsellor
- referral to outside agency support
- classroom activities to promote positive behaviour

Consequences for students involved in bullying will be individually based and can include:

- exclusion from class activities
- exclusion from playground
- withdrawal of privileges
- referral to School Counsellor
- referral to outside agency support
- school suspension
- expulsion
- where appropriate reporting to police

Strategies to reinforce positive behaviour could include:

- regular reinforcement of positive behaviour in classrooms, playground and assemblies
- acknowledgement of positive behaviour
- classroom based positive development programs
- Drug Education Program
- Child Protection Program
- developing positive student leadership roles
- Playing Together Program
- Bounce Back Program

Response

Procedures for dealing with the reporting of bullying:

At William Dean Public School, a reported incident of bullying will be responded to within a reasonable timeframe.

- Incidents of bullying should be reported immediately to any staff member or the Principal, by students and/or their parents.
- Following the report of an incident, the teacher, the stage team leader or principal will take reasonable steps to clarify what happened and speak with the students involved.
- If the behaviour is identified as bullying, then the school Anti-bullying and Discipline Policies will be followed accordingly.
- Where appropriate, the team leader, in consultation with the teacher of the relevant students and parent/carers, will develop a behaviour management plan for the student to support positive behaviour and communicate the plan with relevant staff members. The teacher and team leader will continue to monitor the effectiveness of the plan, making changes where necessary.
- In the case of cyber-bullying initiated through the DoE portal, the student may have their DoE account blocked for a period determined by the Principal. Subsequent consequences will be determined in line with the William Dean Public School Student Discipline Policy.
- If cyber-bullying occurs out of school hours, parents are encouraged to report incidents to the police.

Additional Information

The effectiveness of this plan will be monitored and evaluated by collecting and analysing data on the number of reported incidents of

bullying. Information about the effectiveness of this plan will be communicated to the school community annually in the Annual School Report.

This plan will be formally reviewed every three years (starting from 2019) through a process of consultations with parents, students and teachers.

School contact information

William Dean Public School

Yarramundi Drive, Dean Park 2761

Phone: 9626 5200

Fax: 9837 1151

Email: williamdea-p.school@det.nsw.edu.au

Web: <http://williamdeanps.com.au/>