



Education



Anti-bullying Plan Wallerawang Public School

Reviewed February 2023





Bullying:

Preventing and Responding to Student Bullying in Schools Policy (updated 2022)

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

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.

The Anti-Bullying Plan – NSW Department of Education

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.

Wallerawang Public School has strong and respected partnerships with the school community. We value the importance of community input to our programs and policies.

Notice of the update of our schools anti-bullying plan was initially provided through the P&C association and then extended to weekly newsletters. Parent representatives attended the first planning meeting with an invitation for community input provided to the wider community from this point.

A planning team of volunteers including the executive team, teaching staff and P&C representative drafted a plan and made this public for input from staff, parents/carers and students. This input was considered by the team and responded to appropriately. The final plan was published and made available to all members of the school community through staff meetings, parent meetings, the newsletter, and the school website.

The beliefs of this plan are continually reinforced through the school newsletter, other digital platforms, and Positive Behaviour for Learning. The plan will be reviewed every three years through a consultative process with all stakeholders. Ongoing evaluation should exist through communication between all sectors of the school.

Department's Complaints Handling Policy.

School Anti-bullying Plan – NSW Department of Education

Statement of purpose

Students, teachers, parents /carers and members of the wider school community of Wallerawang Public School have a shared responsibility to create a safe, happy and inclusive environment free from bullying, harassment and intimidation. Our school will not tolerate bullying in any form and collectively we will strive to maintain a positive climate of respectful relationships.

Protection

What is Bullying?

At Wallerawang Public School we understand bullying to be intentional, 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.

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

School culture and inclusion

All members of the school community are active participants in building a welcoming school culture that values diversity and fosters positive relationships. A key component of a supportive school culture is building respectful relationships and an ethos that bullying is not accepted, in both online and offline environments. School staff will actively respond to student bullying behaviour.

Our school engages in the following practices to promote a positive school culture.

Roles and Responsibilities

The school understands that there are individual and shared responsibilities in preventing and responding to bullying behaviour.

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
- Contribute to the development of the Anti-bullying Plan and support it through words and actions
- Work collaboratively to resolve incidents of bullying when they occur.

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
- respond in a timely manner to incidents according to the school Anti-bullying Plan

In addition, **teachers have a responsibility** to support students to develop an understanding of bullying and its impact.

Students have a responsibility to:

- behave appropriately respecting individual differences and diversity
- behave as responsible digital citizens
- follow the school Anti-bullying Plan including being responsible bystanders and reporting incidents of bullying

Parents/carers have a responsibility to:

Department's Complaints Handling Policy.

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- support their children to become responsible citizens and to develop responsible behaviour in the use of all technology
- be aware of the school Anti-bullying Plan and assist their children in understanding bullying behaviour and how to respond to it consistent with the plan
- report incidents of school related bullying behaviour to the school and work collaboratively with the school to resolve incidents of bullying

Wallerawang Public School has developed and implements a variety of strategies to foster and maintain a positive climate of respectful relationships including:

- staff modelling and promoting appropriate behaviour and respectful relationships
- Positive Behaviour for Learning and classrooms including school wide expectations and focus lessons
- Restorative practices
- wellbeing programs
- PDHPE program addressing Positive Interpersonal Relationships, Healthy Choices, Growth and Development and Safety
- acknowledgment of students Citizenship, Merit and Honour awards, Paw Patrol, Gotchas, whole school acknowledgment and class acknowledgment
- promoting the culture of active bystanding and immediate referral of issues for the purpose of a prompt investigation.
- promoting active participation in a wide range of sporting and extra curricula activities with an emphasis on sportsmanship and cooperation.

- appropriate prevention and response planning

Prevention

The most effective measure for prevention is a quick response to all instances of unacceptable behaviour. To support this process the school uses a variety of strategies and programs for bullying prevention including:

- teachers modelling and reinforcing practice consistent with the behaviour code
- ongoing reinforcement of school and classroom expectations and implementation of the PBL social curriculum program.
- developing school wide and classroom expectations and routines
- developing positive relationships
- staff professional learning
- embedding anti-bullying messages wherever possible in each curriculum area
- lessons focusing and reminders on identifying, coping with and preventing bullying
- Child Protection lessons and ongoing reinforcement of the “No, Go, Tell” Strategy
- Cyber Safety lessons within Technology lessons
- strong communication with parents/carers

Early Intervention

The school implements several strategies and programs for students who are identified as at risk of developing long-term difficulties with social relationships and those having previously experienced bullying or engaged in bullying behaviour.

Department’s Complaints Handling Policy.

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These strategies include:

- strategic placement of students in classes
- system and structure in schools
- Learning Support Team assisting in the identification and management of students either at risk of being bullied or at risk of engaging in bullying behaviour
- Restorative practices/circle time
- Support students to develop socially

Targeted Intervention

- well-being programs
- differentiated curriculum to cater for students needs
- playground programs, which include teaching social skills and providing sensory experiences
- school buddy/mentor system

Individual Intervention

- Individual Behaviour Support Plan
- Behaviour Response Plan
- Risk Management Plan
- Team around a school

Response

Students, teachers, parents/carers, and the community will be aware of the school’s position on bullying which is zero tolerance. Through this the positive school environment is acknowledged where bullying is not tolerated within the school community.

Students will be empowered with strategies to respond to situations, including the importance of bystanders taking a positive role in instances of bullying.

Reporting instances of Bullying

Students will be encouraged to seek support from a teacher when self-managing a situation is not successful. Students will be encouraged to support their peers.

Classroom teachers are responsible for managing and recording the details of bullying incidents within the classroom situation. Teachers will advise their supervising executive of significant incidents or patterns.

Playground duty teachers are responsible for dealing with and recording incidents relating to bullying before school, at recess and lunch breaks. Teachers will advise their supervising executive of significant incidents or patterns.

Where incidents are deemed serious or ongoing, contact will be initiated with parents/carers by an Executive member of staff.

Parents / carers are encouraged to make class teachers aware of situations that may not have been evident at school.

Students and parents / carers should notify the Principal or the Assistant Principal of the relevant stage in cases where they believe that further follow-up action may be required.

Parents / carers are encouraged to expect that school related conflicts will be managed using policy and the schools system and structures.

All incidents managed as minor or major behaviour or wellbeing concern will be recorded on Sentral.

Procedures and Timeframes

Response to incidences of bullying will be followed up as quickly as possible within a 48-hour time period. Consideration must be given to the reactive Department's Complaints Handling Policy.

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nature of schools and the difficulty in establishing concrete timelines. Teaching staff and Executive will initiate the follow up of reported incidents and maintain a written record on SENTRAL of the event and the follow up by the school. Identified patterns of bullying behaviour will be raised at Learning Support Team meetings to ensure ongoing consistency and management of students, including communicating to parents.

In cases of several instances of bullying, parents / carers of children (perpetrators and victims) will be contacted by a member of the executive to ensure a common understanding of how these behaviours have been or will be addressed.

The anti-bullying plan will be used in conjunction with Wallerawang PS Behaviour Support and Management Plan and DOE policy.

Matching Interventions to Bullying Incidents

No method of addressing bullying has been reported as 100% effective and no one intervention is appropriate in all circumstances of bullying. The classroom teacher, school Executive and / or Learning Support Team will decide on the appropriate combination of interventions for the individual circumstances of bullying behaviour. These may include one of the following or a combination:

- behaviour management flowchart- minor/major behaviours
- Principal/Executive contact with parents / carers in cases of significant incidents / patterns of behaviour
- Individual teacher support- teacher identified by student
- bystander training – a proactive strategy which trains bystander students to behave in a supportive way to students who are being bullied and to report incidents.
- restorative practices/circle time assisting the students involved in incidents of bullying to resolve their differences
- strengthening the victim or assertiveness training
- playground programs and SLSO support
- referral to the Learning Support Team and counsellor as appropriate,

with strategies and referrals implemented

Supporting Students affected by Bullying

Students directly involved as a subject of or witness to any bullying behaviour will have the opportunity to discuss what occurred with the teacher dealing with the incident, their class teacher or another member of staff.

Students may request a support person to be present with them.

Parents / carers will be contacted to provide additional support to students.

Other supportive interventions for students include the use of identified teacher support, assertiveness training, by-stander training and / or referral to the counsellor.

Students who have engaged in bullying behaviour will be interviewed by the relevant teacher dealing with the incident, as a minimum. Depending on the severity of the incident a referral may be made to a member of the school executive team. In such cases, it is anticipated that contact will be initiated with the students' parents / carers.

Students who engage in bullying behaviour repeatedly may be referred to the LST.

In some cases, it may be necessary to develop individual Behaviour Support and Management plans, which is agreed upon by the student, parent / carer and relevant staff members.

Parents / carers can expect ongoing contact whilst a bullying incident is being managed. These updates will be within the bounds of privacy legislation.

Serious Incidents

Staff trained in managing actual or potential aggression training (MAPA)

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Serious incidents of assault, threats, intimidation, or harassment may be reported to the police. This is the responsibility of the principal who will contact School Safety and Response on 1800 811 523 and the Director of Educational Leadership. Parents / carers would be advised immediately of such action.

Wallerawang Public School staff have all received Child Protection Training and are aware of the procedures for 'Keep Them Safe' and mandatory reporting.

Follow-up reporting to the Child Wellbeing Unit or Department of Communities Justice will be done by the principal or delegate.

Any appeal or complaint will be dealt with through the procedures set out in the

Patterns of Bullying Behaviour

The school has strategies for identifying patterns of bullying behaviour including:

- the analysis of minor and major incidents as part of PBL data at fortnightly meetings
- identification of patterns of behaviour through data analysis

The school Executive will respond to patterns of bullying behaviour using an appropriate combination of interventions in collaboration with parents / carers, the Learning Support Team, and when necessary, the School Counsellor and outside agency support.

Promotion and Evaluation of the Anti-bullying Plan

The Anti-bullying Plan will be linked to the Wallerawang Behaviour and Support Management Plan and uploaded to the website.

All forms of data previously mentioned including SENTRAL records, suspension records, referrals, records of meetings with parents / carers and students and any feedback, will be used to reflect and evaluate the impact of the Anti-Bullying Plan.

The Anti-bullying Plan will be reviewed every three years in consultation with staff, students, parents / carers and the school community.

Resources

The NSW anti-bullying website (see: <https://antibullying.nsw.gov.au/>) provides evidence based resources and information for schools, parents and carers, and students. Wallerawang PS uses the website to support whole-school prevention, early intervention and response approaches and strategies for student bullying behaviour.

The following are published on our schools website:

- School Anti-Bullying Plan
- NSW Anti-bullying website
- Behaviour Code for Students

Wallerawang PS commitment

Our school rejects all forms of bullying behaviours, including online (or cyber) bullying by maintaining a commitment to providing a safe, inclusive and respectful learning community that promotes student wellbeing. Executive staff are committed to establishing evidence-based approaches and strategies that promote a positive climate where bullying is less likely to occur.

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