

Woronora River Public School

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ANTI-BULLYING PLAN

This plan outlines the processes for preventing and responding to student bullying in our school. It reflects the Bullying: Preventing and Responding to Student Bullying in Schools Policy of the New South Wales Department of Education.

At Woronora River Public School we reject all forms of bullying. No one should experience bullying within the learning and working environments of our school.

STATEMENT OF PURPOSE

Woronora River Public School has an inclusive environment where diversity is affirmed and individual differences are respected. We aim to be a place where all are free to learn, play and express themselves without fear of ridicule, intimidation or violence. Quality education is provided for students to meet their learning needs in a secure, ordered and supportive school environment where students learn and grow with confidence. Any inappropriate behaviour that interferes with teaching and learning at the school and/or the wellbeing of students cannot be accepted, including cyber-bullying.

Partnerships with the parents and wider community are considered central to the success of addressing bullying. Woronora River Public School community has a responsibility to work in partnership with the school to prevent bullying and foster a supportive environment by being safe, respectful and engaged. This Anti-Bullying Plan may apply outside of school hours and off school premises, where there is a clear and close connection between the school and the conduct of students. This includes any online interactions.

Students, teachers, parents, carers and members of the wider school community can expect:

- That students will be safe at school, free from fear of bullying, harassment, intimidation and victimisation
- To be involved in the collaborative development of the school Anti-Bullying policy
- To know what is expected of them and others in relation to the Anti-Bullying policy
- That all students will be provided with appropriate support if bullying occurs
- Positive relationships that respect and accept individual differences and diversity within the whole school community.

PROTECTION

- Woronora River Public School has a zero-tolerance policy to bullying behaviours
- Bullying is an action of repeatedly hurting, intimidating, harassing, excluding, embarrassing or upsetting another person – either physically or psychologically
- It can be direct or indirect
- Cyber-bullying refers to such behaviour carried out through information and communication technologies.

CONFLICT OR FIGHTS THAT ARE SINGLE INCIDENTS ARE NOT DEFINED AS BULLYING

Bullying can take many forms. At our school we consider the following behaviours to be actions that may constitute bullying:

Physical:

- Pinching, punching, biting, kicking, tripping
- Pushing, spitting, wrestling, restraining, squeezing
- Inappropriate touching
- Invading personal space with intent
- Making rude gestures
- Using physical size
- Locking people in toilets and other places
- Throwing objects at someone
- Hiding, taking or damaging something which belongs to someone else
- Forcing others to hand over food, money or other belongings
- Making someone do something they don't want to.

Verbal:

- Swearing with intent at someone
- Name calling
- Inappropriate sarcasm or joke telling at someone else's expense
- Insulting others, their families, parents or reputations
- Personal put downs about appearance, work, intelligence
- Peer or group pressure
- Threatening taunts
- Racial or religious slurs
- Gender slurs
- Slurs against people with special needs
- Mimicking to deliberately humiliate.

Indirect:

- Deliberate exclusion of others including running away
- Spreading rumours about others
- Planned peer pressure
- Manipulating of faults or a situation to embarrass others

- Communication – intimidating or harassing notes, letters, graffiti, emails, text messages and nuisance phone calls. Intimidation – playing deliberate/mean tricks, defacing, hiding or taking possessions, threatening looks or gestures, sneering, facial expressions at others.

Cyber:

- Any of the verbal or indirect forms carried out through any online medium or mobile technology.

AREAS OF RESPONSIBILITY

The responsibility of preventing and responding to bullying behaviour is shared amongst students, parents /carers and school staff. All members of the school community are responsible for following the school's Anti-Bullying Plan.

At Woronora River School, we will:

- Acknowledge our responsibility to protect others from bullies
- Openly and explicitly discuss bullying – what it is, how it affects us and what we can do about it as a school, class and as an individual
- Explicitly teach all children anti-bullying strategies. Provide opportunities to practise these skills through the development of mandatory classroom-based anti-bullying programs
- Employ the procedures outlined in the Student Wellbeing Policy to address incidents when dealing with persistent bullying behaviour.

Students have a responsibility to:

- Recognise and discuss bullying as a variety of repeated harmful behaviours and keep it in perspective
- Behave appropriately, respecting individual differences and diversity by following our school rules of being safe, respectful and engaged
- Respond assertively as victims or bystanders of bullying in a manner consistent with the Anti-Bullying Plan
- Behave as responsible digital citizens
- Use strategies that have been taught to identify where bullying has occurred and report it to staff.

Parents and carers have a responsibility to:

- Support their children to become responsible citizens and to develop responsible and safe online behaviour
- Support their children (as a victim or bystander) in recognising bullying behaviours and encourage them to respond assertively to incidents of bullying in a manner consistent with the Anti-Bullying Plan
- Report all incidents of school-related bullying behaviour to school staff. Parents should not approach other students or parents/carers to attempt to resolve the issue themselves
- Work collaboratively with the school to resolve incidents of bullying when they occur.

All school staff have a responsibility to:

- Model and promote positive relationships that respect and accept individual differences and diversity within the school community
- Actively participate in and be committed to creating a positive environment that fosters healthy social and emotional development in students and cultivates positive relationships in which bullying is less likely to occur
- Recognise bullying as a variety of repeated harmful behaviours, being vigilant in observing and intervening where appropriate
- Have knowledge of school and DoE policies and plans related to bullying and respond promptly to reports of incidents of bullying
- Assist in the provision and determination of appropriate support strategies for victims, bystanders and bullies.

Teaching staff have the additional responsibilities of:

- Explicitly teaching students the appropriate skills to be respectful, responsible, cooperative and resilient school, community and cyber citizens
- Explicitly teaching students the knowledge and skills of how to respond assertively, as victims or bystanders of bullying
- Referring students of social and emotional concern (whether victim, bystander or bully) to the Learning Support team.

MANAGING BULLYING

One-off incidents of inappropriate behaviour should be addressed by the class or playground teachers as they arise. These issues should be dealt with using strategies outlined in the school Student Wellbeing / Discipline Policy. If the inappropriate behaviours are repeated, whether they are verbal, physical, social or psychological, then other strategies should come into action.

All students are consistently reminded that they have the right to come to school and feel happy and confident in their learning and play, free from bullying and harassment. No member of the school community has the right to make another person feel worried or uncomfortable. If someone is making a student or community member feel like this, then they must tell someone about it. Bullying only flourishes in a culture of silence or not telling. Telling someone about bullying behaviour is not "dobbing or snitching". It is merely asserting the right to feel safe and happy while at school, and while coming and going to school.

PREVENTION**REPORT BULLYING – NO – GO – TELL**

Incidences of bullying can be reported to a staff member by children and/or their parents. All incidents will be investigated. We cannot solve a problem if we are not aware of the problem. **A teacher should be the first person a student notifies if bullying is occurring.**

Strategies for students on how to deal with bullying behaviours:

- Ignore or walk away
- Look directly into the eyes of the person attempting to bully you, speak firmly and say, “Stop that, I don’t like it”
- Go directly to a teacher or staff member and report the incident if the attempts to stop the bullying behaviour do not work
- Talk to someone who can help. Tell them what has happened, how you feel and what they can do to help. This is not “dobbing or snitching”
- Other protective strategies, such as stay away from the bully or places where bullying occurs, and be with supportive friends
- Do not share private information like passwords, name and address, phone numbers with anyone. This can include sharing photos of yourself, friends and family.

Advice to students who know someone else is being bullied:

- If possible, intervene as the bullying occurs by telling the bully to stop
- Refuse to join in with the bully
- Support students who are being bullied – just standing by them can help prevent bullying i.e. be an active bystander
- Tell an adult if you are concerned about bullying
- It is every student’s right and responsibility to report bullying whether it happens to them or to someone else.

Incidents of Cyber-bullying

- If students are being harassed online they are encouraged to take the following actions immediately:
- Tell a trusted adult – teacher, parent/carer, older sibling, grandparent
- Log out and stop messaging if you feel you are being harassed
- Never respond or reply to harassing messages
- Keep a record of calls, messages, posts or emails that may be hurtful or harmful
- Report instances of cyber-bullying to your teacher
- Report incidents to police if bullying includes physical threats. Some people believe they can get away with serious threats because it is anonymous. They are wrong. Most can be traced and it is a criminal offence to use a mobile phone or any form of communication to menace, harass or offend another person.

Early Intervention

Students should be made aware that witnesses to bullying have a very powerful role to play and early intervention can defuse situations before bullying gets out of hand.

Teachers will regularly remind students to report incidents and reiterate that reporting is not “dobbing or Snitching”.

Parents/carers will be encouraged to contact the school if they become aware of a problem or have concerns regarding their child or another child.

Those students who are at risk or identified as being ongoing victims of bullying type behaviour will be encouraged to report directly and immediately to a member of staff if they feel either bullied or intimidated. Early intervention arrangements for students at risk will be communicated to all staff.

RESPONSE

The unique nature of incidents requires individual responses. Responses will involve direct communication between staff, students and parents/carers.

Students will be led through a process of identifying:

- What specific behaviour is unacceptable or causing harm
- What the consequences of this behaviour are for others
- Their role in the incident
- Possible alternate actions or responses that could have avoided or solved the incident
- Actions that can minimise harm or show acceptance of responsibility eg playground sanctions, timeout, apologies, mentoring etc.

The Principal or executive team member will have phone and/or written contact with parents/carers providing regular updates, within the bounds of privacy legislation, about the management of bullying incidents that have been reported at the school.

The consequences for bullying behaviour may include:

- Redirection and counselling
- Playground restrictions, monitoring cards
- Time-out from class or the playground
- In-school suspension
- In extreme cases suspension from school at the Principal's discretion.

Time-out and suspension procedures are used in accordance with NSW DoE policies.

All members of Woronora River Public School community contribute to preventing bullying by modelling and promoting appropriate behaviour and respectful relationships.

The care and safety of students is a major priority for schools. Every student has a right to feel safe and expect that they will spend their days at school free from bullying.

This approach requires students to take responsibility for their own behaviour and act in a way that does not interfere with every child's right to learn in a safe environment.

As a school, we will approach bullying in a proactive manner by:

- Explicitly teaching values lessons on a spiralling cycle of skill development
- Communicating with and educating the parent body of the policy and student behaviour expectations
- Recording all incidences on Sentral and dealing with each incident on an individual basis
- Ensuring teaching and learning programs regarding Child Protection and Rules/Values are taught
- Linking this plan with the Student Wellbeing Policy, including rules and values

- Reinforcing these values and the policy in all aspects of school life
- Celebration and recognition of positive behaviour, attitudes, responses
- Revisiting the policy with students, staff and parents on a regular basis.

Our school community will be empowered, through a variety of strategies, to recognise and respond appropriately to bullying, harassment and victimisation, and behave as responsible bystanders. These may include:

- Parent/carer forums
- Information evenings
- Parent/carer - teacher interviews
- School website
- School newsletter.

MONITORING/EVALUATION

Incidents of bullying will be closely and constantly monitored. The effectiveness of the Anti-Bullying plan and relevant strategies will be reviewed and monitored on an ongoing, regular basis.

Student wellbeing programs will be reviewed and reported on annually.

The Anti-Bullying Plan, in conjunction with the Student Wellbeing Policy will be formally reviewed every year.