

Anti-bullying Plan

Winmalee Public School





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

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 and Communities.

Representation from the whole school community has been ensured by consultation with the Parent and Citizen's Association regarding Anti-bullying, in terms of our 2016 Welfare Review and newly implemented Procedural Fairness Guide in 2016. Our Procedural Fairness Guide is published on the School's website and published yearly in the School newsletter.

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This plan will be developed and implemented following the engagement of the school community, with regard to information given and feedback received. Evaluation and review of this plan, with reference to the Procedural Fairness Guide, will occur throughout 2018.

Statement of purpose

At Winmalee, we are safe, respectful, learners. These three main pillars support our Student Welfare Policy, as we strive to provide a Safe and Respectful setting to maximise a positive learning environment for all our students.

We believe in and promote:

High standards of behaviour based on co-operation;
Mutual respect; Self worth; and Shared responsibility.

Our three main pillars provide:

- A small number of easy to remember expected student behaviours;
- Consistently implemented behavioural support;
- A shared understanding of expected behaviours by all staff, students and community;
- Opportunities for students to take responsibility for their learning and the behavioural choices they make;
- A scaffold for the teaching and practicing of appropriate student behaviour; and
- Clear consequences for student behaviour.

These principles are basic to our expected student behaviour:

- All individuals are to be valued and treated with respect.
- Students have the right to work in a safe environment where they are able to fully develop their talents and interests.
- Parents have a right to expect that their children will be educated

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in a safe environment in which care and respect for the rights of others are encouraged.

- Teachers have the right to expect that they will be able to teach in a supportive and co-operative environment.
- Parents, teachers and students will share the responsibility in maintaining a positive teaching and learning environment.
- All stakeholders have an obligation to ensure that the Code of conduct is implemented in a fair and consistent manner.

Protection

The Department of Education and Communities defines bullying as 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 such behaviour carried out through information and communication technologies.

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Prevention

At Winmalee Public School we support students through:

- Drug Education Programs;

- Peer Support Programs
- Developing positive student leadership roles;
- Positive student welfare programs, such as the PBL awards and Caught You Being Good program;
- An active Learning Support Team;
- Creating positive classroom climates and embedding anti-bullying messages in all curriculum areas K – 6;
- Student Representative Council (SRC);
- Year 6 – 7 Transition Program in conjunction with Winmalee High School;
- The program ‘Stop, Think, Do,’ whereby children learn methods for resolving child/child conflicts, with adults adopting the role of a ‘third person’ facilitator of the process in ongoing peer conflicts and bullying situations;
- A consistent teacher approach in response to bullying and embedded anti-bullying messages in teaching and learning opportunities K – 6; this is reinforced through outcomes from the Peer Support program.

Early Intervention

Early intervention strategies and programs that Winmalee Public School will implement for students who are identified as being at risk of developing long-term difficulties with social relationships and those students who are identified at or after enrolment as having experienced bullying or engaged in bullying behaviour include:

- Preschool liaison for identification of students at risk, and for appropriate strategies e.g. games for the classroom and

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playground that can reinforce taking turns and speaking respectfully;

- Structured play, every lunchtime, whereby identified students can find a safe haven in a fully supervised environment; Year 5 students are trained to be play leaders.
- Year 6 ‘Buddy’ program which begins with Kindergarten orientation with Year 5, and follows through the following year, from Kindy’s first day at school. Our youngest students learn from an early age that they have an older member of the school community to turn to if they are worried. Appropriate behaviours are modeled by senior members of our school.
- Students of Concern are identified at weekly communication meetings to make teachers aware of any current issues, or students requiring extra support.

Response

All students have the right to learn and play in an environment that is free from fear. It is essential that all students have a clear understanding of the standard of behaviour that Winmalee Public School expects, and that they learn to accept responsibility for their own actions. Self-discipline is best promoted when there is mutual respect between teachers and students and when teachers are seen to be consistent. We emphasise a positive approach and reinforce and reward good behaviour.

Strategies Winmalee Public School will implement to empower the whole school community to recognise and respond appropriately to bullying, harassment and victimisation and behave as responsible bystanders include the following:

The Anti-bullying policy will be available

- On the school website, alongside the School Welfare Policy and
- Procedural Fairness Guide;

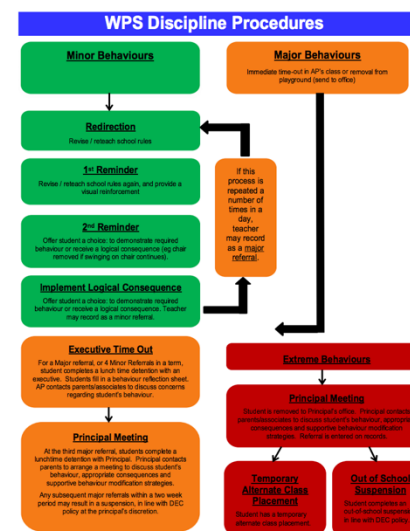
- To the P & C meetings at regular intervals;
- Reviewed at, welfare meetings, whole school staff meetings and
- executive meetings once per semester

Winmalee Public School



Student Welfare & Wellbeing Policy

Our School Procedural Fairness Guide outlines clearly the relevant steps for all instances of bullying behaviours in our school. It is available on our School's website.



- All data is recorded on the data base, Sentral. This information serves as a valuable tool in monitoring and tracking all student behaviour including bullying. Consistent monitoring by teachers and supervisors ensures immediate responses in terms of the Procedural Fairness Guide.

Strategies and programs Winmalee Public School will implement to support any student who has been affected by, engaged in or witnessed bullying behaviour include:

- Referral to our Learning Support Team, to determine necessary interventions, which may include School Counsellor referral;

- Referral to lunchtime 'Structured Play;'
- Drug Education Program – Life Education;
- Peer Support Programs
- The development of positive student leadership roles;
- An active Learning Support Team; messages in all curriculum areas K – 6;
- Year 6 – Kindergarten 'buddy' program;
- Student Representative Council (SRC);
- Year 6 – 7 Transition Program – Winmalee High School;
- consistent teacher approach in response to bullying and the
- recording of incidents on Sentral;

Serious Incidents

The school will manage serious incidents (involving threats, assaults, intimidation or harassment) as per the Schools welfare policy and the DEC policies for;

<https://education.nsw.gov.au/student-wellbeing>

Additional Information

Kids Helpline 1800 55 1800

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Principal's comment

As a staff and school community we have a responsibility to take positive and consistent actions to deal effectively with bullying. Our Anti-Bullying Policy aims to deal effectively with and prevent incidences of bullying. Winmalee Public School staff recognise that bullying occurs and that it needs to be dealt with quickly and with due thought to procedural fairness.

Kim Curran – Relieving Principal

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