Anti-bullying Plan
Warrawee 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.

Parent survey via Survey Monkey. The responses and anti-bullying plan are online for comment by parents and for discussion with the P&C

Statement of purpose

This plan aims to address all forms of bullying that may occur in the school environment and to provide positive strategies for preventing, reporting and managing all forms of interactions that are not acceptable in the school environment.

Protection

Warrawee Public School rejects all forms of bullying. We value respect and show tolerance of others in a safe and supportive environment. We foster positive relationships through our strong welfare programs and policies. Schools exist in a society where incidents of bullying behavior may occur. Preventing and responding to bullying behavior in learning and working environments is a shared responsibility of all Department staff, students, caregivers and members of the wider school community.

Bullying

Bullying is repeated verbal, physical, social or psychological behavior that is harmful and involves the misuse of power by an individual or group towards one or more students. This could be:

- **verbal**: the child is called names, put down, threatened, humiliated, dominated, intimidated, victimized or harassed based on gender, race or disability
- **physical**: hitting/punching, pushing/shoving, kicking, throwing objects, belongings are stolen or damaged, spitting, intimidation – making someone do something against their will. Conflicts or fights between equals or single incidents are not defined as bullying.
- **social**: the child is left out, ignored or rumours are spread
- **psychological**: the child is stalked or given dirty looks
- **cyber bullying**: sending negative messages about a person or persons via email, phone or internet within Warrawee Public School, off site and outside of school hours where there is a clear and close relationship between the school and the conduct of the student.

Responsibilities

Teachers, students, parents, caregivers and members of the wider community have a responsibility to work together to address bullying.

We all have a responsibility and a right to:

- feel safe and happy
- help others to feel safe and happy
- treat everyone as a worthwhile person
- report bullying and bullies

Prevention

All students are expected to behave in a socially acceptable manner. The school rules and the schools behavior and discipline policy are in place to reinforce the values of our society and community. Children who do not
conform to these parameters face consequences and if deemed necessary parents will be contacted and involved in the restorative process.

What our school does to prevent bullying:

- develops and implements positive behaviour programs which are consistently applied by staff in the classroom and in the playground across K-6
- our school rules explicitly prohibit bullying of any form
- staff are trained in the identification and are aware of the signs of bullying and the school procedures for dealing with it. Programs are developed and modified regularly to ensure that the school maintains a positive climate of respectful relationships where bullying is less likely to occur. Anti-bullying messages are embedded into the curriculum in each stage of learning. Early intervention support is a focus.
- students are taught strategies for dealing with bullies and bullying through social skills and personal development lessons, values education and participation in performances that address bullying
- parents are informed of the schools anti-bullying plan and procedures. Clear procedures are in place for reporting to the school, child well-being unit or community services where appropriate.

All members of the Warrawee school community contribute to preventing bullying by modeling and promoting appropriate behavior and respectful relationships.

Early Intervention

Some students are identified as being at risk of bullying or developing long-term difficulties with social relationships. Some students are also identified as using bullying behaviour. These are some ways we will deal with this:

- Referral to Learning Support Team
- using social skills programs including buddy classes and Problem Solving Together groups across 3-6
- using Social stories and role play situations
- develop a plan of action on how to cope with situations
- find things the students are good at and celebrate the successes
- promote leadership within the school amongst the students
- using Peer Mediation to assist with small problems

Response

As outlined in our Student Welfare Policy, one off incidents of inappropriate behavior are dealt with by the class or playground teachers as they arise. If the inappropriate behaviours are repeated, whether they are verbal, physical, social or psychological, then other strategies come into action.

At the outset, 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 one has the right to make another person feel worried or uncomfortable. If someone is making a student 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”, but merely asserting their right to feel safe and happy while at school and coming and going from school. All incidents are followed up immediately by the class teacher and executive staff when they are reported.

- Students are to report all incidents of bullying to a teacher immediately
- Parents with concerns about bullying should contact the school immediately
• All bullying incidents are to be reported, taken seriously and dealt with by teachers, Executive, Deputy Principal, Principal (depending on the severity). These issues will be dealt with immediately or as soon as practically possible.

• Teachers and executive staff will contact the parents of the student being bullied and the student doing the bullying immediately it is discovered. All staff to be informed so they can monitor students in the playground.

• In the case of Cyber-bullying, the police may need to be contacted to make a report.

• Students will be supported by the school Counsellor if upset by being bullied or experiencing ongoing bullying of a peer.

• The Anti-Bullying Policy will be available on the school website

• In regards to assaults, threats, intimidation and or harassment, these will be reported to the police by the Principal or Deputy Principal. The school safety and response unit will also be contacted where necessary. The schools handling critical incidences policy will be implemented in such incidences.

• If there is a need to contact support agencies, then the principal will contact the Child Well Being Unit. The school counsellor will also research support.

• Bullies and victims are offered support and counselling.

• In regards to staff the Complaints Handling Policy will be used and staff can be directed to EAPPS.

The Anti-Bullying plan is available on the schools website under downloads and will be reviewed every 3 years by the Executive Team, parent, community representatives and students. The effectiveness of the plan will be reviewed annually through the Annual School report using feedback from the school survey, a record of incidents and observations.

Additional Information

Related Links

Cybersmart School Gateway

Cyberbullying Stories

Bullying. No Way

Racism.No Way

National Safe Schools week

National centre Against Bullying

Kids help Line

The Department of education and Communities has a number of very useful sites that may be of interest to you.

Bullying Among Young Children: A Guide for Parents offers useful information.

Principal’s comment

This policy has been developed and revised through consultation with a number of key groups in our school community. Policy review is regularly attended to and all comments are welcome. We aim to make the policy easily understood and also to provide websites that teachers, parents and students can access to give further clarification. Please do not hesitate to
ask for help if you are unsure of how to report or support a child you believe is being bullied. Early intervention is often the key to a successful resolution.

Committee Members: the Executive Team
Carrie Robertson – Principal
Brenna Roumanos – Deputy Principal
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