



Anti Bullying Policy

NSW Department of Education and Communities

Koorawatha Public School

Introduction

This policy should be read in conjunction with the Koorawatha Public School *Welfare and Discipline Policy* other appropriate material distributed by the NSW Department of Education and Training. Departmental policies and documents that should be referred to include Legal Issues Bulletin No 35, *The Use of Mobile Phones, Portable Computer Games, Tape Recorders and Cameras in Schools*, Legal Issues Bulletin No 42, *Legal Issues Arising for Staff Subject to Cyber Bullying and Related Behaviour*, the *Student Welfare Policy*, *Values in NSW Public Schools* and the *Student Discipline in Government Schools Anti-bullying Plan for Schools*.

Philosophy

The Lachlan Group of Schools, of which Koorawatha Public School is a member, provides quality education for all in innovative learning environments that are safe and supportive. Each school within the learning community recognises core values and actively supports diversity and individuality. Our community firmly believes that bullying isolates, frightens, devalues and impacts upon the learning of all. Bullying is taken seriously and dealt with promptly. Consequences are age appropriate and reinforce core values that demand all members of the learning community be treated with respect and fairness.

Context

1. We recognise that Koorawatha Public School is situated in a small rural community and that it is an inclusive environment, where diversity is affirmed and individual differences are respected.
2. The Anti-bullying Policy is an intrinsic part of Koorawatha Public School's *Welfare and Discipline Policy* document and should not be used in isolation.
3. We provide quality education for our students to meet their learning needs in a secure, ordered and supportive environment.
4. Our focus on quality teaching and learning enables students to learn and grow with confidence, in a context where student welfare is important.
5. We seek to develop strong partnerships with parents, caregivers, students and the wider community believing it to be crucial to the success of this policy.

Policy Statement

1. Schools exist in a society where intimidation and harassment occur. Bullying must be taken seriously and is not acceptable in any form.
2. Students have the right to expect that they will spend the school day free from the fear of bullying, harassment and intimidation.

3. Students who are bullied may:

- feel frightened, unsafe, embarrassed or angry.
- suffer from low self esteem.
- be worried about coming to school.
- be away from school a lot.
- suffer depression.
- have feelings of isolation or loneliness.
- start to perform badly academically.
- feel confused and not know what to do about the problem.

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

Bullying Behaviour

Bullying can be defined as intentional, repeated behaviour by an individual or group of individuals that causes distress and hurt which can be both physical and/or psychological.

Bullying involves the abuse of power in relationships. Bullying can involve all forms of harassment (including harassment on the basis of sex, race, disability or sexual preference) humiliation, domination and intimidation of others.

Bullying behaviour may include

- verbal e.g. name calling, teasing, abuse, putdowns, sarcasm, insults, threats, cyber-bullying eg text messages, emails, videos, photos or posting material on the internet which is designed to humiliate or harass.

Cyber-bullying can be defined as an intentional aggressive act carried out by a group or individual using electronic forms of contact, repeatedly and over time against another individual.

- physical e.g. hitting, punching, kicking, scratching, tripping, spitting.
- social e.g. ignoring, excluding, ostracising, alienating, making inappropriate gestures.
- psychological e.g. spreading rumours, dirty looks, hiding or damaging possessions.

Statement of Purpose

1. Students, teachers, parents, caregivers and members of the Koorawatha Public School community can **expect**:

- that students will be safe at school, free from fear of bullying, harassment and intimidation.
- 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 when bullying occurs.
- that all incidents of bullying will be reported and acted upon.

2. Students, teachers, parents/caregivers and members of the school community have a **responsibility** to:

- promote positive relationships that respect and accept individual differences and diversity within the whole school community.
- promote resilience as a technique of discouraging bullying behaviour for individuals who are the victims of bullying
- support the Anti-bullying Policy through words and actions.

3. Students can **expect** to:

- know their concerns will be responded to by school staff.
- be provided with the appropriate support (both the victim and the perpetrator).
- take part in learning experiences that address key understandings and skills relating to positive relationships, safety, gender equity, discrimination, bullying and harassment. These experiences will be incorporated into all Key Learning Areas.

4. Students have a **responsibility** to:

- behave appropriately, respecting individual differences and diversity.
- follow the BHS Anti-bullying Policy.
- respond to incidents of bullying by adhering to the values of caring and supporting others

5. Teachers have a **responsibility** to:

- respect and support students in all aspects of their learning.
- model appropriate behaviour.
- familiarise themselves with the EPS Anti-bullying Policy.
- respond in an appropriate and timely manner to incidents of bullying according to the policy.

6. Parents and caregivers have the **responsibility** to support all students of the school to deal effectively with bullying through the strategies of the Anti-bullying Policy.

They also have a **responsibility** to report incidents of bullying to the school.

7. Koorawatha Public School has the **responsibility** to:

- inform students, parents, caregivers, bus companies and the community about the Koorawatha Public School Anti-bullying Policy
- follow up complaints of bullying, harassment and intimidation.

Anti-bullying Strategies

Strategies to prevent bullying

These strategies will:

- empower the whole school community to recognise and respond appropriately to bullying and harassment
- contribute to the general health and well being of all students.

Strategies are in place in at Koorawatha Public School to effectively teach the skills and understandings that will endeavour to eliminate bullying behaviours. These include teaching of tolerance across all KLAs; acceptance of the DET *Values We Teach* document; School Anti-Racism Contact Officer; Classroom Code of Conduct; Peer Support Program; and various programs that encourage the creation of a caring and safe school environment.

Strategies to deal with bullying

Koorawatha Public School will deal with bullying quickly and effectively.

The Anti-bullying Plan includes specific strategies for:

1. Whole School Programs

- a) Anti-bullying and resilience training
- b) Information on anti-bullying to be included in Koorawatha Public Newsletters.
- c) Teaching of tolerance in all KLA's.

- d) Cooperation with partner schools in the development and regular reviews of anti-bullying policies.
- e) Anti-bullying statement in school information booklet.
- f) Vertical Roll Groups to facilitate mentoring by older students.
- g) Regular whole staff updates on new developments.

2. Reporting

Fundamental to our policy is that students and parents will report all incidents of bullying.

Specifically:

- Incidents of bullying may be reported to any member of staff and/or trusted student friends or senior student.
- Teachers will report all incidents of bullying and all students involved in any bullying incident will be referred to the Principal.

3. Intervention

In accordance with the school's policies, it is the responsibility of all members of the school community to ensure the welfare and well being of all other members.

When an incident of bullying is reported, the following procedure will be followed:

- ➔ The Principal or Teacher will address the bullying by investigating the alleged incident.
- ➔ The incident will be recorded and kept at school.
- ➔ The child being bullied will be provided with support.
- ➔ The child conducting the bullying will face appropriate consequences as approved by the School Principal.
 - These consequences may include: Losing playtime, Behaviour Program or referred to Principal for further action.

4. Accessing help and support

The Anti-bullying Policy recognises the right of all students to access help and support. Support can be gained from:

- a) School Counsellor
- b) A mentor from either students, staff or the community
- c) The Bullying - No Way pamphlet
- d) Printed resources available from the library
- e) www.bullyingnoway.org.au The Bullying No Way website

5. Communicating Departmental procedures (for students, parents and caregivers) www.det.nsw.edu.au/antibullying Located under *Public Schools NSW – Supporting Students - Student Wellbeing - Anti-bullying*.

Resources

1. Cybersafety

(Australian Resources)

<http://www.det.wa.edu.au/education/cmisis/eval/curriculum/ict/cyberbullying/>

(UK Resources)

<http://www.teachernet.gov.uk/wholeschool/behaviour/tacklingbullying/cyberbullying>

(US Resources)

<http://www.diigo.com/list/mgjeffery/cyberbullying-and-cybersafety>

<http://www.cyberbully411.org/about-prevent-cyberbullying.php>

http://www.stopcyberbullying.org/kids/are_you_a_cyberbully.html (survey)

2. Wellbeing Australia – Anti-bullying and Resilience Strategies

<http://wellbeingaustralia.com.au/Articles.html>

3. Other useful websites

www.det.nsw.edu.au/antibullying

Content is located under Public Schools NSW – Supporting Students – Student Wellbeing – Anti-bullying

www.reachout.com.au

www.bullying.org

www.eduweb.vic.gov.au/bullying/index.htm

www.kidshelp.com.au

www.somazone.com.au

www.teengrowth.com

4. Telephone

Kids Help Line 1800 551 800 (24 hours toll free)

Policy Approved by P&C – 2013

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