

Anti-bullying Plan

William Bayldon Public School 2018





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 at William Bayldon Public School and reflects the Bullying: Preventing and Responding to Student Bullying in Schools Policy of the New South Wales Department of Education and Communities.

Consultation Process

Parents, staff and students completed a survey regarding bullying incidents and solution of concerns in term 3, 2016 and term 2, 2017.

Survey results were analysed, student and parent comments were discussed and a whole school approach to the implementation of policies and programs, to support the welfare of students, was identified as a priority.

These processes allowed changes to be made in the school's Wellbeing Policy and the re-drafting of the Anti-bullying plan to reflect our changing demographics. This process will continue a bi annual timeline so we are able to reflect on our current cohort and the advances in technology.

Statement of Purpose

At William Bayldon Public School we value and show tolerance of others in a safe and supportive environment. We foster positive relationships through our strong student welfare programs. Our Anti-bullying plan aims to deal effectively with and prevent incidences of bullying within the school community.

Students who attend William Bayldon Public School participate in quality education that will help them to become self-directed, lifelong learners who can create a positive future for themselves and the wider community.

Any inappropriate behaviour that disrupts the teaching and learning of others, and interferes with the wellbeing of students, will not be tolerated.

The school community can expect:

- That students will be safe at school, free from bullying, harassment, intimidation and victimisation.
- To be involved in the collaborative development of the school Anti-bullying plan.
- To know what is expected of them and others in relation to the Anti-bullying plan.
- That all students will be provided with appropriate support when bullying occurs.

The school community have a responsibility to:

- Promote positive relationships that respect and accept individual differences and diversity within the whole school community.
- Contribute to the development of the Anti-bullying plan and support it through words and actions.
- Actively work together to resolve incidents of bullying.

Our School community views bullying as:

- A deliberate and repeated misuse of power
- Damaging to both the person being bullying, and bystanders and the person/s doing the bullying.
- Behaviour that deliberately provokes a reaction in another student.

Our School Outcomes

As a result of implementing an Anti-bullying plan, we strive to see William Bayldon Public School providing a safe environment for all students and an increase in the number of students who:

- report bullying behaviour
- the incidence of bullying behaviours being reduced
- increased attendance at school
- increased performance in school work
- William Bayldon Public School staff utilizing the plan and procedures as set out in the Anti-bullying plan;

- William Bayldon Public School students using strategies and procedures taught in the classroom
- Parents recognising and supporting the school's Anti-bullying plan.

Different types of Bullying may be:

Physical:

- Hitting/punching
- Pushing/shoving
- Kicking
- Throwing objects
- Taking others belongings/stealing from others
- Damaging others belongings
- Spitting at others
- Intimidation- making someone do something they don't want to do

Verbal:

- Threatening
- Name calling/teasing
- Swearing at others
- Ridiculing another person because of their actions appearance, physical characteristics or cultural background.

Cyberbullying:

- Sending of abusive texts or emails
- Taking or sharing unflattering or private images
- Posting unkind messages or inappropriate images on social networking sites
- Excluding individuals from online chats or other communication
- Assuming the identity of the victim online
- Stealing passwords
- Blogs/Websites with inappropriate material

Indirect:

- Spreading rumours
- Excluding others
- Writing notes

- Choosing not to tell if you see another person being bullied
- Standby bullying

Prevention

During Term 4, 2017 all teachers implement a range of strategies throughout the whole School, listed below. Whole staff trained in the 'Pikas Method' of dealing with students who display bullying behaviours. Through explicit teaching of the PD/H/PE syllabus, DoE Anti-Bullying modules, Positive Behaviour for Learning lessons and modelling of positive behaviours by all staff, that reflects our school's expectations and Core Values of Respect, Responsibility, Co-operation, Learner students will develop resilience and self-esteem allowing them to cope in all situations.

Preventative strategies:

Term 4 2017

Education and promotion of school's Anti-bullying plan
Whole school implementation of DoE new Anti-Bullying strategy.
Lessons to be taught each term in line with teacher's professional judgment.

- The 'D.O.B.' (Don't Obey Bullies)
- Report bullying incidents
- 'High Five' and 'Five Steps' Strategies to build student's social skills & resilience

Term 1

- Participate annually in the *Bullying No Way* campaign.
- Whole school participation in the *National Day of Action against Bullying*
- *Peer Support, Peer Support Program Speaking Up* (Anti-bullying module)

Term 2

- Stop a Bully Hand Wall

Term 3

- Participate in the E-Smart against Cyber Bullying.

Term 4

- Developing a 'Take a Stand Against Bullying' i.e. speak out whenever you see someone being bullying another person on or offline. Most students respond better to criticism from their peers than to disapproval from adults.

- Develop productive and respectful relationships established between all members of school community.
- Teachers adhere to the Code of Conduct expectations of student supervision during breaks on playground and in classrooms.
- At least once a year, the School's executive will hold an Anti-bullying information session for parents outlining not only the school's Anti-bullying plan, but strategies they can employ to help prevent their child from becoming a possible victim of bullying.
- The Plan made available via our school website.

Early Intervention

Identified students who are at risk of being bullied or developing long-term difficulties with social relationships or students who continue to use bullying behaviour need support. Either of these students are, at risk of becoming a victim or perpetrator of bullying behaviour, the following measures occur:

- Continuous reporting on Sentral
- Referral to Learning Support Team via the Assistant Principal
- Teachers develop social stories and strategies for teaching/coaching and practice through role-play and scenarios using the PD/H/PE syllabus outcomes.

Development of lessons on how to cope with difficult situations

e.g. "The 5 Steps"

1. Look the person in the eye
2. Say their name
3. Say "Stop it"
4. Say "I don't like it when..."
5. Walk away

Strategies to deal with bullying behaviour

Term 4 2017 all teachers implement the D.O.B and the 5 Steps Strategies throughout the whole School. Whole staff trained in the 'Pikas Method' of dealing with group bullying.

D.O.B = Don't Obey Bullies - simple message posted in classrooms

If you're bullied... Do the 'High Five'...

1. Ignore
2. Talk friendly – Use neutral language
3. Walk away
4. Talk firmly – Respectfully tell them to stop
5. Report

But if it's been going on for a while and these don't work...

- talk to your friends and ask for support
- talk to your parents
- talk to your teachers including Principal and Assistant Principals

If you see someone being bullied.

- tell the person acting like a bully to stop
- talk to a teacher
- don't watch or join in
- try to change the subject
- try to comfort and/or include the person who's being targeted
- Explain to the person that it is nothing to do with them—it is about the other person's behaviour.

If you are cyberbullied:

- don't respond to the message or image
- save the evidence
- block and delete the sender
- report the situation to the website or Internet Service Provider
- Tell trusted people—friends, adults, teachers, parents and police if necessary.

Procedures for dealing with bullying behaviour

- Class teacher deals with minor issues in the classroom according to the School's Wellbeing Policy and classroom rules.
- Class teacher is required to complete a Sentral entry and ring parents. If a pattern of bullying behaviour is established then blue form filed with Assistant Principal for LST discussion.
- Teachers on playground duty deals with minor issues using the behaviour management process. Record on Sentral and parents rung by notifying teacher.
- If a pattern of bullying behaviour is established then a blue form filed with Assistant Principal for LST discussion.
- School Counsellor and LaST work with student to look at underlying problems and seek solutions.
- All incidents of bullying recorded on Sentral to build a pattern of behaviour that proves beyond reasonable doubt bullying is occurring.

Procedures to deal with Cyber bullying:

- Student or parents are to report all cyber bullying to a school immediately or parents contacted to alert them of the issue.
- Ensure each student is safe and arrange support, including the Child Well Being unit.
- The principal, LaST and the school counsellor will support students.
- Gather facts about the suspected cyberbullying and implement appropriate responses to address the issue. Eg Police Liaison Office
- Keep evidence of bullying to assist with possible reporting to police.
- School counsellor and LaST work with student to look at underlying problems and seek solutions.
- All incidents of bullying recorded on Sentral to build a pattern of behaviour that proves beyond reasonable doubt bullying is occurring.

Response

Incidences of bullying reported immediately to any teacher, Assistant Principal or principal by students and/or parents. Any bullying incidences investigated and recorded by Assistant Principals or Principal. Consequences

for the perpetrators of clearly substantiated bullying behaviour to follow as outlined in the school's Wellbeing Policy and if necessary, suspension procedures will apply:

Responding to Incidence of Bullying and Cyber Bullying

- Child involved reports any incidences of bullying/cyber bullying to a Teacher, Assistant Principal or Principal. Check of Sentral records to establish ongoing bullying behaviour.
- Assistant Principal or Principal informs appropriate staff of the incident, where necessary. (If needed complete a notification to the Well Being Unit or Serious Incident Unit.)
- Appropriate staff monitor the behaviour of the child/ren involved.
- Report and document ongoing bullying/cyber bullying on Sentral.
- If a case of bullying/cyber bullying is established and depending on the nature of the incident, the students' parents contacted for an interview and a possible warning of suspension letter given with the consequences for further incidences being a suspension.
- If a student is repeatedly perpetrating bullying/cyber bullying behaviours, a behaviour management plan developed for the student in consultation with their parents to modify behaviour and reduce risk to other students.
- In the case of cyber-bullying initiated through school accounts, the student may have their DoE account blocked for a period determined by the principal. Subsequent consequences for this behaviour determined in line with the school's Wellbeing Policy. Police contacted and informed of the incident.
- If the child continues bullying/cyber-bullying, Assistant Principal or Principal makes an appointment to speak to the parent/carer. Remind them of the policy and ask for their cooperation in stopping the child from bullying other students.
- If bullying/cyber bullying behaviour does not stop, the student faces a possible suspension as per the school's wellbeing policy, behaviour management process and DoE policy documents. (DoE Suspension and expulsion of Student Procedures)

- Victims and perpetrators will have access to school counsellor for support if the need exists or the student/parent so requests it.

Principal's Responsibility

- Principals will ordinarily take reasonable steps to see that the school implements an Anti-bullying plan that:
- Includes procedures consistent with DN 10/00225 – Reporting incidents involving assaults, threats, intimidation or harassment and the Incident Reporting Policy
- Includes procedures for contacting the child wellbeing unit where appropriate
- includes contact information for the police youth liaison officer (YLO) and school liaison police officer (SLP) where appropriate
- Includes contact information for appropriate support services such as Kids Helpline
- includes information on departmental appeal procedures and the Complaints Handling Policy is promoted and widely available within the school community and published on any school websites reviewed with the school community at least every three years
- Developing a shared understanding of bullying behaviour that captures all forms of bullying including cyber bullying
- Maintaining a positive climate of respectful relationships where bullying is less likely to occur
- Developing and implementing programs for bullying prevention
- Embedding anti-bullying messages into each curriculum area and in every year
- Empowering the whole school community to recognise and respond appropriately to bullying, harassment and victimisation and behave as responsible bystanders
- Developing and publicising clear procedures for reporting incidents of bullying to the school
- Responding to incidents of bullying that have been reported to the school quickly and effectively
- Matching a planned combination of interventions to the incident of bullying

- Providing support to any student who has been affected by, engaged in or witnessed bullying behaviour
- Providing regular updates, within the bounds of privacy legislation, to parents or caregivers about the management of the incidents
- Identifying patterns of bullying behaviour and responding to such patterns
- Monitoring and evaluating the effectiveness of the plan
- Reporting annually to the school community on the effectiveness of the plan

School staff have a responsibility to:

- Respect and support students.
- Model and promote appropriate behaviour.
- Have a thorough 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.
- 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 on-line 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.

School contact information

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