

Anti-bullying Plan

School Name: William Stimson 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.

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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.

Statement of purpose

Our vision at William Stimson Public School is to provide a supportive and challenging learning environment. We empower our students to thrive by providing rich learning opportunities where students can strive for personal excellence and succeed. We promote and inspire student growth, creating confident and connected life-long learners in a diverse community.

Our Anti-bullying policy aims to effectively prevent incidences of bullying within the school community. Where incidences of bullying arise, the policy shows how to effectively respond to student bullying.

Protection

William Stimson Public School rejects all forms of bullying. Schools exist in a society where incidents of bullying behaviour may occur. Preventing and responding to bullying behaviour in learning environments is a shared responsibility of all staff, students, caregivers and members of the school community.

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. Cyberbullying refers to bullying through information and communication

technologies. Conflict or fights between equals or single incidents are not defined as bullying.

Students, teachers, parents, caregivers and members of 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 Policy and 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 if bullying occurs.

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.
- Contribute to the development of the Anti-Bullying Policy and Plan and support it through words and actions.
- Actively work together to report, respond to and resolve incidences of bullying.

Types of Bullying:

Physical:

- Hitting/punching
- Pushing/shoving
- Kicking
- Throwing objects
- Taking other's belongings/stealing from others
- Damaging other's belongings
- Spitting at others
- Intimidation

Verbal:

- Threatening
- Name calling/teasing
- Swearing at others
- Ridiculing (making fun of) another person because of their actions, appearance, physical characteristics or cultural backgrounds.

Indirect:

- Spreading rumours
- Excluding others
- Writing notes
- Being a bystander

Cyber Bullying:

- Sending of abusive texts, instant messages or emails
- Taking and sharing unflattering or private images
- Posting unkind messages or inappropriate images on social networking sites
- Assuming the identity of the victim online and representing them in a negative manner or manner that may damage their relationship with others
- Stealing passwords
- Use of inappropriate blogs

Prevention

A broad range of strategies are used to reduce incidences of bullying at William Stimson Public School including whole school initiatives and lessons as part of classroom programs.

Whole School Initiatives:

- William Stimson Public School registers to take part in the National Day of Action Against Bullying (Bullying: No Way!) annually. Parents, caregivers and the school community are informed about the event through the weekly parent news bulletin.
- Throughout the year. Parents and caregivers engage with the school Anti-Bullying Policy & Plan.
- Throughout the lead up to the National Day of Action, teachers teach a range of lessons about bullying in K-6 classrooms across the school.
- Classes develop an anti-bullying pledge / poster and display this in their window and refer to it if the need arises to remind students of our school's anti-bullying message.
- Participation in harmony Day and Multicultural events builds understanding of tolerance, understanding and culture harmony.
- Year 6 student leaders teach peer support lessons in all classrooms to promote respect and educate students on what constitutes bullying.
- Year 6 students are trained as peer mentoring leaders to lead small group sessions with students across the school. The lessons reinforce anti-bullying and our school values of respect, responsibility, teamwork, commitment, trust, honesty, pride and friendship.
- All students K-6 attend anti-bullying productions.
- All staff at William Stimson Public School model and promote appropriate behaviour and respectful relationships.

Classroom Initiatives:

- Students are explicitly taught William Stimson Public School's expectations of safety, respect and learning at the beginning of each year. Our school values of trust, honesty, friendship, respect, responsibility, commitment and pride are explicitly taught in classrooms. Classroom teachers negotiate additional classroom rules annually.
- Lessons educating students about the harmful impacts of bullying are explicitly taught in all K-6 classrooms throughout the school year. Lessons cover:
 - Defining bullying
 - Types of bullying
 - Cyber bullying
 - The role students play in stopping and/or preventing bullying.

Early Intervention

If incidences occur that expose students to incidences of bullying or using bullying behaviour, there are a range of strategies employed by staff at William Stimson Public School. These are as follows:

- Students are encouraged to report incidences of bullying that they are exposed to or witness.
- Referral to Learning Support Team and school counsellor intervention if required.
- Meet with students and parents involved to discuss the implications of bullying behaviour.
- The use of social stories and visuals to assist students involved.

Response

Incidences of bullying can be reported immediately to any teacher by students and/or their parents. Any bullying incidences reported will be investigated and taken seriously. Consequences for the

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perpetrators of clearly substantiated bullying behaviour will also be imposed as outlined in the school's discipline policy.

Procedures for Reporting Bullying

- Students must report incidences of bullying to their classroom teacher or the teacher on duty immediately.
- Parents with concerns about bullying should contact their child's classroom teacher regarding the issue as soon as possible.
- All incidences of bullying are to be investigated by teachers or executive staff (depending on the severity of the report). These issues are to be dealt with immediately, or as soon as practicably possible.
- Following investigation, staff will contact the parents of the child engaging in bullying behavior and the child experiencing bullying.
- In the case of cyber bullying or extreme instances, the police may be contacted if required.
- Students will be referred to the Learning Support Team and may be seen by the school counselor if deemed appropriate.

William Stimson Public School's procedures for reporting incidents involving assaults, threats, intimidation or harassment to the police:

- Phone 000 if urgent
- Refer to Safety and Security Directorate and follow relevant advice
- Advise School Education Director of incidence

Procedures the school will use with regard to contacting the Child Wellbeing Unit or the Department of Family and Community Services where appropriate:

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- In accordance with the Child Protection Policy all disclosures of any risk of harm are referred directly to the Deputy Principal's or Principal who then refer to the Wellbeing Unit or Department of Family and Community Services

Departmental appeal procedures and information about the Complaints Handling Policy are available for parents and staff. They are explained and followed if required.

William Stimson Public School's Anti-bullying Plan will be made widely available to the school community through the Weekly Parent Bulletin, the School Website, Parent Meetings and Parent Workshops.

To monitor and evaluate the effectiveness of our Anti-bullying Plan regular review will be made through the Wellbeing Committee, student surveys, staff surveys, parent surveys and information reported from SRC meetings.

Concerns expressed will be acknowledged and responded to by the Wellbeing Committee.

The William Stimson Public School Anti-Bullying plan and policy will be monitored and reviewed every 3 years by the Wellbeing Committee, staff, parents and students.

William Stimson Police Station Liaison Officer Contact:

Youth Liaison Officer:

School Liaison Police:

Principal's comment

This plan highlights our response and commitment to ensuring we are vigilant and proactive to address all aspects of bullying type behaviour. This plan has been developed after wide school community consultation.

Team Members who Developed the plan:

Melissa Vallorani: Principal

Natalie Simmons: Deputy Principal

Amanda Redshaw: Classroom Teacher and AP Stage 3

School contact information

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