



Anti-bullying Plan

Wiripaang Public School





Bullying:

Preventing and Responding to Student Bullying in Schools Policy (2011)

The NSW Department of Education rejects all forms of bullying. No student, employee parent, caregiver or community member should experience bullying in the learning or work environment 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.

- **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.

- 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.

Wiripaang Public 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.

Wiripaang Public School promotes positive, caring relationships among students and staff and between the school and home. By working collaboratively with our P&C, we aim to create an anti-bullying plan that reflects our community.

We believe that all members of the community have the right to a learning and work environment free from intimidation, humiliation and hurt. We value respect and show tolerance of others in a safe and supportive environment. We foster positive relationships through our strong Positive Behaviour for Learning (PBL) program. As part of the DoE's Student Wellbeing Policy, our Anti-Bullying Plan aims to deal effectively with, and prevent incidences of bullying.

Bullying is not acceptable in any form. Students and staff have the right to expect that they will be safe at school and spend each day free from the fear of bullying, harassment and intimidation. Teachers, staff, students, parents, carers and members of the wider community have a responsibility to work together to address bullying.

Statement of purpose

Our Anti-Bullying Plan aims to deal effectively with, and prevent incidences of bullying, through the implementation of proactive preventative strategies consistently taught throughout all stages of our school.

We believe it is essential to build a positive school culture that both respects and values the differences of all. Our PBL program ensures that we consistently and explicitly teach and model respectful and tolerant behavior, and reinforce these expected behaviours consistently throughout our school.

Protection

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. It intends to cause fear, distress, hurt or harm to another.

Bullying can involve humiliation, dominance, intimidation, victimisation and all forms of harassment including that based on sex, race, disability, homosexuality or transgender. Conflicts or fights between equals or single incidents are not defined as bullying.

Preventing and responding to bullying behaviour in learning and our working environments is a shared responsibility of all departmental staff, students, parents, caregivers and members of the wider school community.

At Wiripaang Public School our staff have a responsibility to:

- Take positive action to stop bullying when they observe or are notified of it occurring.
- Understand what bullying is.
- Model and explicitly teach expected behaviours.
- Inform Executive staff of any reported bullying incidents.

At Wiripaang Public School our students are encouraged to:

- Behave appropriately, respecting individual differences and diversity.
- Behave as responsible digital citizens.
- Take positive action to stop bullying if they observe an incident
- Report the bullying incidents to a teacher as soon as possible.
- Make it clear to peers that bullying is not acceptable.

At Wiripaang Public School, parents and community members are expected to:

- Be aware of and support the school's Anti-Bullying Policy and assist their children in understanding bullying behaviour.
- Listen to their child and encourage their child to speak to their teacher at school about any bullying concerns.
- Report incidents of school related bullying behaviour to the school.
- Work collaboratively with the school to resolve incidents of bullying when they occur.

School Anti-bullying Plan – NSW Department of Education

Prevention

Explicit teaching of positive behaviours are embedded through the curriculum and are taught in every class, following our school's PBL program. Teachers regularly recognise and acknowledge students who demonstrate appropriate behaviours that promote respect and tolerance, using our PBL reward systems.

Wiripaang Public School Staff responsibilities:

- To model appropriate behaviour at all times;
- To treat each report of bullying seriously and act on the report promptly, following the school discipline procedures;
- To develop within the school community clear procedures for reporting incidents of bullying to the school;
- To implement school programs which promote positive relationships that incorporate strategies to deal with bullying;
- To communicate incidences of bullying to parents when required;
- To increase students' awareness of acceptable and unacceptable communication when using the internet;
- To access resources from the Digital Citizenship website when teaching students about bullying; and
- To promote the school's Cybersmart policy to deal with cyber-bullying.

Wiripaang Public School Student responsibilities:

- To show consideration, respect and support for others;
- To 'tell' if they are being bullied or if they see someone being bullied, both at school and on the way to and from school;
- To use strategies to deal with bullying incidents learnt from lessons

- To decrease the incidence of bullying with increased awareness of how bullying affects the members of our school community; and
- To develop an understanding of what information is safe to give out on the internet and what must remain private.

Wiripaang Public School Caregiver's responsibilities:

- To encourage their children to show consideration, respect and support for others;
- To encourage their child to adapt learnt strategies to deal with bullying;
- To encourage their child to 'tell' if they are being bullied or witness bullying incidents;
- To inform the school if bullying is suspected; and
- To assist and support all students of the school to effectively deal with bullying behaviours according to the school's Anti-Bullying Plan.

Early Intervention

The school will implement the following strategies and programs to provide support to students who have been identified as being at risk of developing difficulties with social relationships and those who have previously experienced or engaged in bullying behaviour before an issue emerges or escalates:

- Develop and implement early intervention support for students who are identified by the school as being at risk of developing long-term difficulties with social relationships through the Learning Support Team (LST).
- Develop and implement early intervention support for those students who are identified as having experienced bullying or engaging in bullying behaviour through the Learning Support Team.

Response

All types of bullying are taken seriously at Wiripaang Public School. The students, parents, staff, executive and wider community will respond appropriately and in a timely manner, to incidents of bullying. This will be achieved through the implementation of the following strategies:

Students:

- Report (No Go Tell Strategy) if they are being bullied or if they see someone else being bullied- both at school and on the way to and from school;
- Will use strategies taught through school based programs when responding to bullying;
- Will respect individual differences and diversity;
- Will be responsible digital citizens and follow the Acceptable Usage Policy; and
- Will follow the school's Anti-Bullying Plan and DoE Welfare and Discipline policy.

Parents/ Carers:

- Watch for signs of distress in their child, e.g. Unwillingness to attend school, a pattern of headaches, missing equipment, requests for extra money, damaged clothes or bruising;
- Take an active interest in their child's social life and friends;
- Advise their child to tell a teacher about any school incident involving bullying;
- Inform the class teacher as soon as they are aware of an incident of suspected bullying;

- Encourage their child to be proactive in responding to incidents of bullying;
- Recognise and respond appropriately to bullying by following the school's Anti-Bullying Plan and Procedures for Reporting Incidents of Bullying;
- Remain calm and go through the right channels by contacting the school; and
- Allow the school to handle the incident in a timely manner in line with the school's Anti-Bullying and Student Welfare guidelines.

Staff:

- Have knowledge of school and departmental policies relating to bullying behaviour;
- Provide teaching and learning activities that support students to develop a shared understanding of bullying behaviour and its impact, including cyber bullying;
- Implement whole school programs for bullying prevention;
- Maintain a positive climate of respectful and fair relationships that support students;
- Model appropriate behaviour at all times;
- Make efforts to limit occasions for bullying by active supervision of the playground and classroom; and
- Provide support to any student who has been affected by, engaged in or witnessed bullying behaviour.

Specific teacher response

Initial Incident:

- In the case of apparently isolated playground or classroom incidents the teacher looks into the matter by discussing with both the victim and purported perpetrator/s, and highlights that the behaviour is

inappropriate, names it and reports it to an executive staff member and enter onto Sentral;

- Appropriate consequences will be implemented in consultation with stage executive, in line with the school Welfare Guidelines; and
- Consultation with the victim should occur again after a few days to ensure that the behaviour has not continued.

Ongoing or serious bullying:

- Teachers should check the student tracking and recording system to identify whether there is a pattern of ongoing bullying. If the behaviour appears to be serious or ongoing, then the incident should be reported to the Stage supervisor; and
- Executive staff member discusses incident/s with Principal for further intervention.

Executive staff member:

- Promote the school's Anti-Bullying Plan with students, staff and parents;
- Develop and implement early intervention support for students identified by the school as being at risk of developing long term difficulties with social relationships;
- Develop and implement early intervention support for students identified as having experienced bullying or engaged in bullying behaviour;
- Record bullying incidents and identify patterns of bullying behaviour;
- Discuss with student(s), class teacher(s) and parents the action taken;
- Report to parent(s) and Principal when bullying has taken place; and
- Provide regular updates, within the bounds of private legislation to parents and caregivers about the response to incidents.

An Executive team member will investigate any reported incident of bullying within 1 day of the incident being reported. The executive will interview the students involved and contact parents if bullying has occurred. The incident will be recorded on Sentral and the Principal and the classroom teachers of the students involved will be notified on the same day.

Any student who has been affected by, engaged in, or witnessed bullying behaviour, will first be counselled by the class teacher and an Executive Staff member. Students affected by the incidents will be referred to the LST who will assess and make recommendations to assist the student.

Parents or caregivers of students who have been identified as being bullied or who have been involved in bullying another, will be contacted by the Executive Staff member or School Principal, to advise of the incident. A meeting will be arranged to discuss the incident and then a follow up meeting will be planned if required.

Classroom teacher will continue to monitor the students and contact their stage supervisor if they have any further concerns. Parents will be contacted once a term and discuss their child's progress regarding the bullying incident.

Any incidents involving assaults, threats, intimidation or harassment will be referred to the School Principal. If the incident is deemed dangerous, the Principal will refer onto the Police. If a child's wellbeing is of concern they will be referred to the MRG wellbeing tree. The Child Wellbeing Unit will be contacted if advised through the wellbeing tree.

[The Complaints Handling Policy](#) establishes the standard approach to resolving complaints, including complaints about the way a reported incident of bullying has been managed. It is required that it be used in all learning and working environments of the department. Further information can be found at

<https://education.nsw.gov.au/policy-library/policies/complaints-handling-policy>

The Anti-Bullying Plan – NSW Department of Education

To identify any patterns of bullying behaviours:

- Students will be encouraged to report any incidents to teachers.
- Teachers will report repeated behaviours to an Executive staff member.
- Executive staff member will monitor Sentral wellbeing data – reviewing each month for any consistent behaviours.
- Each term, Sentral wellbeing data will be analysed by the PBL team, any concerns will be referred to the stage supervisor to investigate.

Our school will promote our Anti-Bullying Plan by:

- Placing our Anti-Bullying Plan on our school website policy page.
- Publishing reminders twice a term in our school newsletter.
- Explicitly teaching lessons to all students through the whole school PBL program.

The Anti-Bullying Plan will be implemented after the approval of the staff and P&C of Wiripaang Public School. The Plan will be reviewed every 2 years. A team consisting of members from the staff and the community, will review the effectiveness of the Anti-Bullying Plan. Data of bullying incidents will be collected and analysed each term, (in accordance with our PBL team's procedures and organisation). The data will be used to measure the effectiveness of the Anti-Bullying Plan in preventing and responding to bullying incidents and will be used to adjust or implement any interventions.

Wiripaang Public School will annually report on the effectiveness of the Anti-Bullying Plan in the ASR. Sentral bullying data will be analysed and compared to previous years' data to measure the effectiveness of programs and the growth or decline of bullying incidents. Students, staff and community members will be surveyed annually using a digital survey such as Tell Them From Me (TTFM).

Recommendations and revisions will be implemented when necessary, with Principal and P&C's approval.

Additional Information

Police Youth Liaison Officer – Nathan Johns – 4942 8899

Belmont Police Station- 4942 8899

Kids helpline number- 1800 55 1800

School Team

Julie Low (School Principal)

Amanda Lavercombe (Instructional Leader)

Donna Summers (Stage 1, ES1 Assistant Principal)

Peter Thompson (Stage 2/3 Assistant Principal)

Aaron Carter (Assistant Principal - Wellbeing)

Clare Fleming (Special Education Assistant Principal)

School contact information

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School Anti-bullying Plan – NSW Department of Education

Behaviour code for students

NSW public schools

NSW public schools are committed to providing safe, supportive and responsive learning environments for everyone. We teach and model the behaviours we value in our students.

In NSW public schools students are expected to:

- Respect other students, their teachers and school staff and community members
- Follow school and class rules and follow the directions of their teachers
- Strive for the highest standards in learning
- Respect all members of the school community and show courtesy to all students, teachers and community members
- Resolve conflict respectfully, calmly and fairly
- Comply with the school's uniform policy or dress code
- Attend school every day (unless legally excused)
- Respect all property
- Not be violent or bring weapons, illegal drugs, alcohol or tobacco into our schools
- Not bully, harass, intimidate or discriminate against anyone in our schools

Schools take strong action in response to behaviour that is detrimental to self or others or to the achievement of high quality teaching and learning.

Behaviour Code for Students: Actions

Promoting the learning, wellbeing and safety of all students in NSW Public Schools is a high priority for the Department of Education.

We implement teaching and learning approaches to support the development of skills needed by students to meet our high standards for respectful, safe and engaged behaviour.

Respect

- Treat one another with dignity
- Speak and behave courteously
- Cooperate with others
- Develop positive and respectful relationships and think about the effect on relationships before acting
- Value the interests, ability and culture of others
- Dress appropriately by complying with the school uniform or dress code
- Take care with property

Safety

- Model and follow departmental, school and/or class codes of behaviour and conduct
- Negotiate and resolve conflict with empathy
- Take personal responsibility for behaviour and actions
- Care for self and others
- Avoid dangerous behaviour and encourage others to avoid dangerous behaviour

Engagement

- Attend school every day (unless legally excused)
- Arrive at school and class on time
- Be prepared for every lesson
- Actively participate in learning
- Aspire and strive to achieve the highest standards of learning

The principal and school staff, using their professional judgment, are best placed to maintain discipline and provide safe, supportive and responsive learning environments. The department provides a policy framework and resources such as Legal Issues Bulletins, access to specialist advice, and professional learning to guide principals and their staff in exercising their professional judgment. In this context the NSW Government and the Department of Education will back the authority and judgment of principals and school staff at the local level.

