



Education

# Anti-bullying Plan

Governor Philip King 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.

# Governor Philip King 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.

Parents, caregivers, students and community members, representing the diverse students of Governor Philip King Public School (G.P.K.P.S), have contributed to the development of the school's Anti-bullying Plan. Students and community were involved in the planning stages of this document to identify the strengths and weaknesses in the plan, to ensure the needs of our students were being addressed.

Parents, caregivers and community members were invited to attend a Parents and Citizens Association meeting, held on August 25 2015, to discuss whole school approaches to protecting against, preventing and responding to bullying behaviour.

Student Parliament shared their knowledge, experiences and expectations of peers, teachers and caregivers in responding to bullying behaviour.

Parents and the community were invited to read this document prior to publishing to ensure there is a shared understanding of preventing and responding to bullying behaviour.

Teachers, parents and the community will be invited to evaluate the effectiveness of the plan after one year of implementation. The Anti-bullying Plan will then be reviewed and amended every three years.

### Statement of purpose

Bullying is repeated oppression, psychological or physical, of a less powerful person or group of persons (Rigby, 1996). Our school community is committed to providing a safe and secure environment promoting personal growth and excellence by developing confidence and self-esteem.

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### Protection

Bullying is the repeated and ongoing verbal, physical, social or psychological behaviour that is harmful to the wellbeing of a student or students.

Bullying can be:

**Verbal:** The student is called names, threatened, intimidated, harassed or victimised.

**Physical:** Any form of hitting/punching, pushing/shoving, kicking, throwing objects or spitting.

**Social:** The student is repeatedly ostracised, ignored or have rumours spread about them.

**Psychological:** Stalking, inappropriate body language, theft or damage to property, malicious SMS or email messages, inappropriate use of camera phones and social media (cyberbullying).

Staff, parents/caregivers and students of G.P.K.P.S work together to create a safe, caring learning environment. G.P.K.P.S does not tolerate any form of bullying behaviour towards any member of the school community, including students, teachers, volunteers and external agencies, whether it occurs during or after school hours. The school deals with bullying promptly and effectively by using mediation, disciplinary action, warnings, social skills programs, counselling, and parental involvement.

Teachers, students, parents/caregivers and community members have a shared responsibility to work together to address bullying.

### Students are responsible for:

- behaving respectfully
- being responsible bystanders
- reporting incidents of bullying, to themselves or others, promptly to a school staff member and parent/caregiver.

- follow the 'You Speak Out' strategies

### **Parents/Caregivers are responsible for:**

- making an appointment to discuss incidents of bullying behaviour with the student's classroom teacher
- supporting their child/children to become responsible citizens
- being aware of the school Anti-bullying Plan and procedures
- assisting their child in understanding bullying behaviour
- working with the school to resolve incidents
- encouraging children to openly discuss bullying behaviour with their teacher
- listening to their child and watching for signs of distress
- discussing the Anti-bullying Plan with their child
- attending interviews as requested by the school

### **Teachers are responsible for:**

- responding to incidents of bullying behaviour promptly and recording on Sentral
- modelling and promoting appropriate behaviour
- supporting students, respecting their right to confidentiality, and following up on students' welfare as needed
- having knowledge of the school and departmental policies
- encouraging and educating students to report incidents of bullying behaviour
- being observant of student behaviour

G.P.K.P.S students have many opportunities to be part of activities that encourage a positive school climate. These include:

- Parliament
- Choir
- Sport groups (PSSA, skipping, House Group Captains)
- Active Challenge
- Athletics, Swimming and Cross Country carnivals
- Dance Group
- School Musical
- Recorder Group
- Spelling Bee
- Debating and Public Speaking
- School Newspaper
- Library Monitors

Parents/caregivers and community members are invited and encouraged to contribute their skills and participate in these activities to enhance a positive school culture.

## **Prevention**

Governor Philip King Public School embeds messages of anti-bullying through the following programs.

- **Values Program:** Students are taught a value each fortnight. They learn about the impact of practising these values on family and friends, and becoming caring and responsible citizens.
- **Safe, Respectful, Learner Program (SRL):** The SRL program promotes positive behaviour for learning across the school. An SRL focus is taught each fortnight. The program is integrated with the 'You Speak Out' Anti-bullying Program. Students are acknowledged for positive behaviour by receiving stamps, awards

and badges. A student from each class is nominated to attend a SRL Morning Tea with the Principal each term.

- **Stage 3 Parent Information Evening:** An information evening is held in Term One each year to inform Stage 3 parents about departmental policies and guidelines on the acceptable use of social media. This information evening is followed up by a Police Talk, with Year 5 and Year 6 students, about the use of social media and its ramifications.
- **Playground Procedures:** Teachers wear high visibility vests on playground duty to be easily identified by students when needed. Teachers carry emergency and behaviour reporting cards in their duty bags to ensure incidents are dealt with safely and promptly. Positive behaviour in the playground is acknowledged by rewarding students with minis.
- **K-2 Playground Games Program:** Students are taught social skills and appropriate games for the playground with minimal resources. They learn to take turns and include others.
- **Staff Development:** All staff are trained in identifying signs of bullying and the school procedures for dealing with this behaviour. A team of teachers have been trained to respond to extreme cases of aggression in the classroom and the playground.
- **Buddy Program:** Classes are allocated a buddy class from a different stage to promote positive interaction between grades in the playground.
- **Child Protection:** All staff are updated annually on Department of Education policy. This includes identifying signs which may indicate bullying.

## Early Intervention

Strategies are in place for students who are identified as being at risk of experiencing or engaging in bullying behaviour. These strategies include:

- Counselling
- Mentoring

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- Communication with previous school for new enrolments
- Critical Behaviour Team

## Response

Governor Philip Public School has implemented a variety of initiatives and teaching and learning programs to provide students with the knowledge, strategies and confidence to deal with bullying behaviour.

### Procedures

Reported, or observed, minor and major incidents of bullying behaviour are documented promptly on the school's Sentral system. This system allows staff to identify patterns of behaviour of both victims and students involved. Repeated minor and major incidents are reported to the Grade Supervisor. If the bullying behaviour continues, it is then reported to the Senior Executive. Parents/caregivers will be informed of the incident and consequences, and updated on future behaviour. Counselling services are provided to children who have been affected by bullying behaviour of any form.

Individual welfare programs are put in place in response to particular incidents. These programs meet the individual needs of the student, providing them with social skills and strategies. These individualised programs ensure consistency in teacher responses and interventions.

### Publication and distribution

Staff each received a copy of the Anti-bullying Plan to ensure consistency across the school.

This document will be uploaded to the school website and hard copies may be accessed through the school's front office.

Serious incidents of ongoing threats, assaults, intimidation or harassment will be reported directly to the police (this includes cyberbullying). The Senior Executive, as per departmental policy and procedures, will determine referral of incidents to the local police.

Issues, notifications and disclosures of a serious nature are referred to the School Principal. The Principal completes the Mandatory Reporter

Guide, documents information and notifies the Child Wellbeing Unit. All written documentation is kept on file in the Principal's office.

The Strategic Direction 3 Team and the SRL committee will regularly evaluate the effectiveness of the Anti-bullying Plan. Each term the teams will collect Sentral data to compare positive and negative incidents across the school.

Evaluation of the Anti-bullying Plan can be accessed via the Annual School Report and the Strategic Direction Plan, which can be downloaded from the school website.

This Anti-bullying Plan will be reviewed in December 2018 in consultation with students, staff and community. Parents/carers and the community will be consulted at a P&C meeting. Students will be represented in this process through School Parliament.

### **Departmental Appeal Procedures**

Refer to the following link

[https://www.det.nsw.edu.au/policies/general\\_man/complaints/resp\\_sugg/April2011\\_Complaints%20Handling%20Policy%20guidelines.pdf](https://www.det.nsw.edu.au/policies/general_man/complaints/resp_sugg/April2011_Complaints%20Handling%20Policy%20guidelines.pdf)

### **Additional Information**

The Police Youth Liaison Officer (YLO) and the School Liaison Police officer (SLP) can be contacted at the Fairfield Local Area Command on 02 9728 8399.

Kids Helpline 1800 551800

Lifeline 131114

### **The Anti-bullying Plan – NSW Department of Education**

### **Principal's comment**

At Governor Philip King Public School we ensure student welfare is at the forefront of everything we do across the school. Our school operates under the banner of Safe, Respectful Learners in all areas. We take issues involving the welfare and wellbeing of our students extremely seriously, particularly issues involving bullying. The Governor Philip King Public School Anti-bullying Plan has been written by a representative team. The policy reflects the opinions, feedback and contributions of staff, students and parents. This plan has been updated and replaces previous school policy. The Anti-bullying Plan will be reviewed, amended and adjusted in December 2018 as per Department of Education policy.

### **Committee Members**

Jason Corcoran, Principal

Sarah Martin, Teacher

Trish Roberts, Teacher

Noel Samuel, Teacher

### **School contact information**

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