

Student Welfare Policy



Anti-Bullying Plan

STATEMENT OF PURPOSE

Crookwell Public School does not tolerate bullying in any form. All members of staff and the school community are committed to ensuring a safe and caring environment which promotes personal growth and positive self-esteem for all.

This is reflected in the school Code of Conduct.

Students, teachers, parents and the community will be aware of the school's position on bullying which is **zero tolerance**.

DEFINITION OF BULLYING

Bullying is an unprovoked, repeated attitude / action with deliberate intent to threaten, distress, intimidate and/or hurt others. It is characterised by an imbalance of power using physical, verbal, social, psychological, emotional, sexual or racial forms and can be perpetrated by one child or a group. It can be planned and organised or spontaneous.

There are seven key elements of Bullying:

1. An intention to be hurtful.
2. This intention is carried out.
3. The behaviour harms the target.
4. The bully overwhelms the target with his or her power.
5. There is no justification for the action.
6. Action/behaviour is repeated.
7. Bully gets satisfaction/enjoyment from hurting the target. (Rigby, 1996)

Some examples of bullying include:

- Hitting, pushing, kicking, spitting
- Teasing, mocking and using put-downs
- Using offensive names
- Making offensive comments about others or their families
- Gossip – spreading information (true or untrue)
- Hurtful looks
- Rude gestures
- Leaving someone out of a group to be mean to them
- Messing up someone's game
- Hiding, damaging, stealing someone's belongings
- Making up rumour/stories about someone
- Using threats to stop people going to the toilet or to take their money, food or other belongings
- Writing offensive notes about someone
- Bullying comes in many forms, including
- Name-calling, hurtful or racist names
- Threatening
- Sending hurtful notes
- Deliberately ignoring
- Sexual innuendo and harassment
- Writing graffiti about another
- Cyber Bullying, which includes all communications that seek to threaten, humiliate, intimidate, control or put another person or persons down.

VICTIMS OF BULLYING

- May feel frightened, unsafe, embarrassed, angry or unfairly treated
- Work, sleep and ability to concentrate may suffer
- Relationships with family and friends may deteriorate
- May feel confused and not know what to do about the problem

All members of the staff and school community are committed to ensuring a safe and happy environment which promotes personal growth and positive self-esteem for all at Crookwell Public School.

SCHOOL COMMUNITY RESPONSIBILITIES

Students will:

- Tell the bully to stop. State quite clearly that the behaviour is unwelcome and offensive
- Seek help. Talk about the experience to someone who is trustworthy (School Counsellor, teacher, parent, peer).
- Report the bullying to a member of staff and feel confident that any incident can be resolved satisfactorily
- Understand how bystanders can positively impact on incidents of bullying and respond accordingly

Students should be made aware that early intervention can defuse conflict situations before bullying sets in or gets out of hand.

- Intervene as the bullying occurs by telling the bully to stop. This is very useful if the onlooking student has influence with the bully.
- Refuse to join in with the bullying.
- Support students who are being bullied – just standing by them can be enough.
- Tell an adult if you are concerned about the bullying.
- It is every student's right and responsibility to report bullying whether it happens to oneself or to someone else.

The School will:

- Provide students with strategies to respond positively to incidents of bullying behaviour, including responsibilities as bystanders or observers
- keep records and monitor bullying incidents
- inform parents of any child who is involved in persistent and / or serious bullying incidents
- protect and support victims of bullying to eliminate the likelihood of them being bullied again.
- work with parents of the victim to give their child strategies to avoid being bullied
- work with the parents of the bullying child to establish joint strategies to assist the child in making appropriate behavioural choices.
- assist the child who is choosing to bully someone to change his / her behaviour
- require the child who is choosing to bully someone to take part in individual counselling with the principal, deputy principal, executive teacher or school counsellor should further transgressions occur.
- remove any child who continues to bully others from the playground and or school for a required period of time should there be no change in his / her behaviour.
- Programs utilised will include: buddy and peer support programs, mentoring, sorting out and conflict resolution programs.

STRATEGIES TO PREVENT BULLYING

- Class programs following "Bullying – No Way"
- Learning strands in the PD/H/PE Key Learning Area
- Peer Support Foundation program
- Promoting the school as a *telling school*
- Rock and Water
- Middle School program
- Effective leadership by the Crookwell Public School Student Forum
- Child Protection Program
- Life Education Program
- Internet Safety and Cyber Bullying Programs K-6
- Address incidents of bullying quickly and effectively, on notification, using the school's discipline policy
- Report incidents to a teacher as soon as possible
- Promote 'bullying – no way' attitude through newsletters, assemblies, class lessons, etc
- Teach social skills program/lessons K-6, emphasising that bullying is not acceptable
- Involve school counsellor via learning support team referral where appropriate
- Review and improve use of playground and activities regularly
- Ensure senior students buddying kindergarten students are appropriately selected and trained to model appropriate behaviour
- Encourage SRC input on bullying issues
- Executive provide information sessions for parents
- Source and provide appropriate teaching resources

When staff, students and parents work together we create a happier and safer environment at Crookwell Public School.

STRATEGIES TO DEAL WITH BULLYING

- (i) Following a reported suspected bullying incident the Student Welfare co-ordinator will investigate, meeting with all affected students and advise the class teacher/s
- (ii) Class programs will be held to deal with the specific kinds of bullying demonstrated and
 - a) the victim will be offered support from the Peer Support Leader and all staff
 - b) the offending student/s will be reprimanded
 - c) the report will be recorded
- (iii) After the 3rd repeated offence, the Student Welfare co-ordinator will take the incident reports to the Learning Support Team and inform the parents of the offender and the victim.
- (iv) The Learning Support Team (LST) will choose to:
 - exclude the student/s from the playground with progressive reductions of time and/or
 - place the student/s on a playground management program and/or
 - seek permission for the affected student/s to meet with the counsellor and/or
 - recommend the parent/caregiver to meet with the school counsellor
- (v) The Student Welfare co-ordinator meets with the affected parents and keeps them informed and involved in the behaviour management and support of / for the children.
- (vi) Further repeated offences reported may require
 - affected parents meeting with the Learning Support Team Leader
 - a repeat of (iv) and class exclusion
 - short suspension following the procedures of the DoE
 - long suspension following the procedures of the DoE
 - recommendation for expulsion

Parents will:

- listen sympathetically to reports of bullying
- contact the school to arrange an appointment
- work with the school to find a solution
- assist their children in developing positive responses to incidents of bullying consistent with the school
- anti-bullying plan and discipline policy
- Support their children to deal effectively with bullying through the strategies of the anti-bullying plan and discipline policy

APPEALS

Parents / Caregivers who feel that all processes and procedures did not follow DoE guidelines can appeal to the DoE through the local District Office – contact phone from the school office. Appeals must be sent within 21 days of the process or procedure at the core of the complaint.

PROFESSIONAL LEARNING

- Staff maintain knowledge of current findings from research on bullying
- Teachers attend seminars / workshops focusing on bullying
- Parent awareness of bullying issues communicated through the school newsletter
- Student Welfare co-ordinator holds one staff meeting each semester targeting issues of bullying (to keep staff abreast of latest findings and maintain consistency of responses throughout the school)
- The Anti-bullying Plan to be reviewed each 2 years, (last review 2015) with the assistance of community members, by gathering and analysing all relevant information related to school reported incidents and the suspension register, then evaluate the extent to which the school plan addresses bullying and harassment and the promotion of a safe learning environment.
- Teachers attend professional learning sessions to understand the behaviours that are unacceptable and how to deal with bullying
- Staff, students and parents are informed of the definition of bullying and how to identify unacceptable, bullying behaviour
- Executives regularly monitor playground and classroom behaviour records to identify possible bullying incidents and patterns of offence