NSW GOVERNMENT | Education & Communities

# Anti-bullying Plan

## Katoomba 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.

# Our 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 and Communities.

## Statement of purpose

At Katoomba Public School we value and respect ourselves and others in a safe and supportive environment. We foster positive relationships through our strong Student Welfare/Wellbeing programs. Our Anti-Bullying policy aims to deal effectively with and prevent incidences of bullying within the whole school community.

Students attend KPS to participate in quality education that will help them to become self-directed, life long learners who can create a positive future for themselves and the wider community.

Any inappropriate behavior that gets in the way of teaching and learning at the school and interferes with the wellbeing of students cannot be accepted.

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 victimization

- 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.

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 support it through words and actions

- Actively work together to resolve incidents of bullying

## Protection - definition

Bullying is repeated verbal, physical social or psychological behavior that is harmful and involves the misuse of power by an individual or groups towards one or more persons.

Cyber bullying refers to bullying through information and communication technologies.

Bullying can involve humiliation, domination, intimidation, victimization 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.

**Different types of bullying may be:**

**Physical**- hitting/punching, pushing/shoving, kicking, throwing objects, taking other's 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 (making fun of) another person because of their actions, appearance, physical characteristics or cultural backgrounds.

**Social**- the child is left out, ignored or rumors are spread, writing notes.

**Cyberbullying**- sending negative messages about a person or persons via email, phone, internet etc.

## Responsibilities

Teachers, students, parents, caregivers and members of the wider community have a responsibility to work together to address bullying.

We all have a responsibility and a right to:

- Feel safe and happy

- Help others feel safe and happy

- Treat everyone as a worthwhile person

- Report bullying and bullies

## Prevention

All students are expected to behave in a socially acceptable manner. The school expectations are in place to reinforce the values of our society and community. Students who do not conform to these parameters face consequences and if deemed necessary parents will be called and involved in the restorative process.

## Preventative Strategies:

- Education and promotion for the school's Anti-Bullying Policy.

- Use of PBL program.

- Student Wellbeing Programs including KidsMatter, Bounce Back and the Virtues Program.

- Use of programs that promote not being a bystander.

- Use of programs that promote pro active response eg Sticks and Stones.

- Use of E-safety programs – digital citizenship, this way up.

- Stage 3 Police Liason talks.

- Productive and respectful relationships established between all members of the school community.

- Classroom expectations, routines and processes negotiated and applied consistently.

- Active intervention when bullying occurs.

## Early Intervention

Some students are identified as being at risk of bullying or developing long-term difficulties with social relationships. Some students are also identified as using bullying behaviour. These are some ways we will deal with this:

- Referral to Learning Support Team
- Use Wellbeing Program
- Use social stories and role play situations
- Develop a plan of action on how to cope with situations
- Find things the students are good at and celebrate their successes
- Promote leadership within the school amongst the students
- Use peer mediation to assist with small problems – eg playground partners

## Consequences –

Students are aware that if they bully someone, one or more of the following will occur:

- They will talk to teachers, Executive or the Principal about their behavior.
- Their parents will be informed.
- They may be removed from the classroom/playground.
- They may lose privileges, such as participating in special activites, representing the school, travelling to school camps.
- They will need to offer apologies.
- They may lose their own time (lunchtime at the office).
- They may be suspended.
- In the case of Cyber-bullying, the Police may need to be contacted to make a report.

## Response

Students will know that they can control what happens. They will not retaliate by using bullying and will try not to show fear, as the bully is no longer rewarded and the bullying may stop.

Students will be proactive and need to decide what action to take.

Step 1: Ignore it. Show that it does not upset you. The bully is then not rewarded and the bullying may stop. **If it does not stop**:

Step 2:  Talk to the person bullying you. Tell her or him to stop.

**If it still does not stop:**

Step 3:  Talk it over openly with teacher/Principal (or parent) they can help you decide what to do

**If the bullying still does not stop:**

Step 4:  Talk to the Principal. Allow her to take the action they see as necessary.

Students who are not being bullied but are aware of others who are, will be encouraged to report it, to protect those that are being bullied and so that the bully can be helped too.

The Anti-bullying plan is available on the school's website and communicated through the school newsletter. The Assistant Principal will report all student welfare incidences at our LST meetings.

## Additional Information

Police Youth Liaison Officer

Kids Helpline 1800 55 1800

## Principal's comment-

Katoomba Public School is a cohesive and inclusive environment delivering quality teaching, through high expectations, cooperation and positive attitudes, all within a motivating, safe and happy environment.

As a school we will strive to develop resilience in others and give students strategies to deal who use bullying.

The school's core values of respect yourself and others clearly supports a culture of support and trust and no tolerance of bullying behaviour.

## Team members who developed the plan -

**Fiona Paine Principal**

**Narelle Barrie Assistant Principal**

**Linda Charlton Assistant Principal**

**Helen Abbey Assistant Principal**

## School contact information

Katoomba Public School

Merriwa St, Katoomba 2780

Telephone: 02 47821226

Fax: 02 47822996

Email: katoomba-p.school@det.nsw.edu.au

Web: www.katoomba-p.schools.nsw.edu.au