



Purpose

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.

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.

Our school community is committed to providing a safe and secure environment promoting personal growth and excellence by developing confidence and self-esteem.

Aims

The school has an Anti-bullying Plan that ensures all bullying is dealt with promptly and effectively by involving mediation, disciplinary action, warnings, social skills programs, counselling and/or parent involvement.

Responsibilities

When students, parents and staff work together we create a safe and caring environment.

Principals must ensure that the school implements an Anti-bullying Plan that:

- is developed collaboratively with students, school staff, parents, caregivers, and the community
- includes strategies for:
 - developing a shared understanding of bullying behaviour that captures all forms of bullying including cyberbullying.
 - developing a statement of purpose that outlines individual and shared responsibilities of students, parents, caregivers and teachers for preventing and responding to bullying behaviour.
 - maintaining a positive climate of respectful relationships where bullying is less likely to occur.
 - developing and implementing programs for bullying prevention.
 - embedding anti-bullying messages into each curriculum area and in every year.
 - developing and implementing early intervention support for students who are identified by the school as being at risk of developing long-term difficulties with social relationships.
 - developing and implementing early intervention support for those students who are identified at or after enrolment as having previously experienced bullying or engaged in bullying behaviour.
 - empowering the whole school community to recognise and respond appropriately to bullying, harassment and victimisation and behave as responsible bystanders.
 - developing and publicising clear procedures for reporting incidents of bullying to the school.
 - responding to incidents of bullying that have been reported to the school quickly and effectively.
 - matching a planned combination of interventions to the particular incident of bullying
 - providing support to any student who has been affected by, engaged in or witnessed bullying behaviour.
 - providing regular updates, within the bounds of privacy legislation, to parents or caregivers about the management of the incidents.
 - identifying patterns of bullying behaviour and responding to such patterns.
 - monitoring and evaluating the effectiveness of the Plan.
 - reporting annually to the school community on the effectiveness of the Plan.
- includes procedures consistent with DN10/00225 – Reporting incidents involving assaults, threats, intimidation or harassment and the **Incident Reporting Policy** (Intranet only).
- includes procedures for contacting the child wellbeing unit or Community Services where appropriate.
- includes contact information for the police youth liaison officer (YLO) and school liaison police officer (SLP) where appropriate.
- includes contact information for appropriate support services such as Kids Helpline.
- includes information on departmental appeal procedures and the **Complaints Handling Policy**.
- is promoted and widely available within the school community and published on any school website.
- is reviewed with the school community at least every three years.

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 the 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 have the 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 the 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.

The school may:

- report serious incidents to the School Safety and Response Unit.
- contact the Child Wellbeing Unit for advice.
- involve the Police Youth Liaison Officer.

Monitoring, evaluation and reporting requirements

Principals are responsible for:

- implementing the policy within the school.
- submitting a copy of the school's Anti-bullying Plan to the Director, Public Schools whenever it is reviewed. (This policy will be reviewed in 2018 to align with PBL - Positive Behaviour for Learning) .
- reporting annually to their school community on the effectiveness of the school's Anti-bullying Plan.

Directors, Public Schools are responsible for monitoring the local implementation of this policy and reporting to the regional director.

Executive Directors, Public Schools are responsible for ensuring the regional implementation of the policy.

Contact Leader, Behaviour Services, 9244 5340.

Related Documents

The Wellbeing Framework

https://www.det.nsw.edu.au/wellbeing/about/16531_Wellbeing-Framework-for-schools_Accessible.pdf

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

Work Health and Safety Policy <https://education.nsw.gov.au/policy-library/policies/work-health-and-safety-whs-policy>

