



Education &
Communities

Anti-bullying Plan

School Name Chatsworth Island 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.

Everyone has the right to expect that he or she will spend the school day, both in and out of the classroom, free from harassment and intimidation. The school community at Chatsworth Island Public School is committed to this, and recognises that purposeful and planned action is required to create a secure and pleasant environment for all students, staff and visitors.

The aim of this policy is to ensure that staff, parents and students at Chatsworth Island Public School work together to create a safe, caring, orderly and productive learning community that supports the rights of all students to learn and all teachers to teach. Input from staff, parents and students is built into the development, implementation and evaluation of this policy using a variety of the avenues common to policy development in the school. These include, staff workshops, parent meetings, SRC meetings and seeking feedback and input through newsletter and/or surveys.

Statement of purpose

Our school believes that the development and maintenance of positive relationships is the basis of all that we do.

School staff members are responsible for the implementation of this policy and for ensuring that all students are able to learn in a safe and happy environment.

School students are responsible for obeying school and classroom rules, behaving safely and treating each other with respect. School community members are responsible for supporting the school's anti-bullying policy, reporting known incidents of bullying to the school and for working with the school to resolve bullying issues.

Bullying does not only occur at school. It can occur in family situations and in the wider community. Within the community, cyber bullying is becoming more

prevalent. The school can only be effective in dealing with bullying if it enters into an effective partnership with parents and caregivers. We need to respond sensitively to the parents of bullies or their victims and help them to understand that there is no easy solution to the problem. They need to understand that blaming and retaliation can make matters worse. We need to work together to find positive solutions to problems involving bullying in any situation.

Protection

Chatsworth Island Public School does not condone acts of bullying, harassment, or intimidation. A safe and civil environment in school and the wider community is necessary for all students to become self-directed and lifelong learners who achieve their maximum potential.

Definition of 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 behaviour can be, for example :

- **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

A student will be found violating this policy if their conduct is found to have the effect of humiliation or embarrassment on a student, and is sufficiently severe, persistent, or pervasive that it limits the student's ability to participate in, or benefit from, an educational program or activity.

We do not accept bullying in any form and we will act proactively and reactively to eliminate it from our school. The Chatsworth Island Public School Anti-Bullying Policy is in effect while students are on school grounds, school-operated buses, vehicles, or chartered buses; while attending or engaged in school activities; and while away from school grounds if the student is at any school sponsored, school

approved or school related activity or function. We are also concerned about cyber bullying when it impacts on the well being of students at our school.

Chatsworth Island Public School operates within the Core Rules of NSW government schools. We use a range of strategies, detailed within our Student Welfare policy, to develop and maintain a climate of respectful relationships where bullying is less likely to occur.

Prevention

Any school employee who has witnessed, or has reliable information that a pupil has been the victim of bullying is required to take appropriate action which may include reporting the incident to the principal of the school.

Students are encouraged to report issues of bullying to trusted adults, including teachers, learning support officers, school counsellor, and parents.

School community members are encouraged to report incidents of bullying to the principal, or their child's class teacher. Parents may be referred to the school counsellor for assistance if necessary.

All teachers will be made aware of serious instances of bullying and what is being done about them. (The health and safety component of staff meetings is an ideal time for this to be done.)

Class teachers, the school counsellor and the principal are key personnel in this process.

Bullying issues will be more specifically explored through the curriculum areas of HSIE, PD/Health/PE, although opportunities will arise across all key learning areas. Eg 1) co-operative and inclusive groups-Maths Fun Mornings 2) Appropriate use of technology-reinforced and practical.

In particular, a whole-school annual anti-bullying program is implemented in each class. The program will be updated as deemed appropriate. (In 2011, we have identified cyber bullying and 'responsible bystander components as being required. Discussions and activities encourage individual input with value/ respect/ viewpoints

Strategies promoting respectful relationships will be evident in our school practices and in our dealings with students and with each other. This includes promotion talks by teachers at assemblies re communication, school values, expectations.

Victims will be involved in programs which encourage the expression of feelings, explore the reasons behind the bullying, build self esteem, improve communication and develop support networks.

Bullies will be involved in similar programs which contain similar components, as well as whatever consequences derive from the antisocial behaviour.

A substantiated charge against a student shall bring that student and the victim to support and behaviour correction activities including but not limited to:

- A conference, (low level, mid level or formal depending on the offending behaviour)
- In-School Suspension/ detentions
- Suspension
- Expulsion
- Other disciplinary Action (Police)

The Principal will counsel any individual found to have made false allegations of bullying.

Students involved in a dispute may be referred to a conflict resolution or peer mediation session/materials with a trained counsellor.

Early Intervention

Chatsworth Island Public School has strategies in place to prevent and deal with bullying. These strategies will empower the whole school community to recognise and respond to bullying and harassment. They include;

Buddy Program

Kindergarten students are buddied with a senior student so that the older children can offer support from day one of school.

The school ethos of 'caring and inclusion has many inbuilt measures to assist students-eg individual, partner and small group conferences with teachers, referral to school counsellor, peer leadership roles and responsibilities

Teachers are highly accessible and the school encourage s parents to bring issues and concerns at their earliest convenience, to school staff.

Principal

The Principal has an open door policy. Parents, staff and students know they will be given time if there is a problem.

Response

Confidentiality

The school will respect the confidentiality of the complainant and the individual(s) against whom the complaint is filed as much as possible, consistent with the school's obligations and the necessity to investigate allegations of bullying and take disciplinary action when the conduct has occurred.

The Principal will be responsible for taking action, with any individual who retaliates against anyone who reports alleged bullying or who retaliates against any person who assists in the resolution of a bullying complaint. Retaliation includes, but is not limited to, any form of intimidation, reprisal or harassment.

The Principal will involve the police and contact the Child Wellbeing Unit or Community Services if deemed appropriate.

MONITORING AND EVALUATION

The policy will be reviewed biannually. Implementation strategies will be evaluated annually through the use of school and community surveys and focus groups.

Results will be discussed by various means eg staff meetings, P & C meetings. Changes will be communicated through usual school channels.

Additional Information

The following strategies are integral parts of our overall Student Welfare Program. Our Anti-Bullying initiatives should be viewed within the context and not seen as a 'stand alone' policy.

- School signage
- School Values
- Buddy and Peer Programs
- Suspension Policy
- Playground behaviour monitoring System
- Merit Award Policy
- Learning Support Team

Principal's comment

This plan is the result of consultation with the various stakeholders in the school-staff, parents and students. The school prides itself on its close links with its parent body and as well as formal invitations for responses and feedback when preparing this plan, input is also gained on a regular basis from interviews, conversations and interactions with the school community.

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School contact information

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