



Education &
Communities

Anti-bullying Plan Westmead 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.

The Westmead Public School Anti-Bullying Plan has been developed and reviewed (2016) in consultation with staff, parents, students, and the wider community. It has been an important policy over a number of years and has been continually refined to meet the current expectations and needs of the whole school community in line with DEC requirements and procedures. The Westmead School Community is supportive of this plan.

The Plan is evaluated on an ongoing basis and reviewed formally every two years by the Positive Behaviour for Learning team (PBL)/ well-being team. The Plan is presented to staff and parent community annually. It is available on the school website and placed on notice boards around the school. Class teacher to maintain a record of student behaviour for future reference.

Statement of purpose

At Westmead Public School we believe that all students have the right to spend the school day free from the fear of bullying, harassment and anti-social behavior in a secure, ordered and supportive environment.

Further:

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- students have the right to feel safe, happy and self-empowered in their learning environment.
 - everyone has the right to an education and needs to take responsibility for their learning and behaviour.
 - each student has the right to expect that procedures for code of behaviour (both positive and negative) will be followed in a consistent and equitable manner.
 - our school should be a clean, safe and happy place.
 - strong links between home and school are beneficial for students.

Protection

School Anti-bullying Plan – NSW Department of Education and Communities

Our school community does not tolerate bullying including cyberbullying.

The victim feels intimidated, hurt, excluded and/or uncomfortable.

Bullying incidents may include, but are not limited to:

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- verbal - name calling, putdowns, threats, sarcasm
 - physical - hit, tripped, poked, kicked, belongings damaged/ stolen
 - social - exclusion, ignored, alienating, ostracising, groups targeting individuals or other groups
 - psychological - spreading rumours, negative SMS and emails
 - cyberbullying - the use of information and communication technologies to support repeated and deliberate hostile behavior intended to harm others. Cyberbullying includes – flaming, harassing and threatening messages, denigration, impersonation, outing or trickery, putting setup images/videos, ostracism, and sexting.
 - Social media sites like Facebook, Twitter, YouTube, Flickr and others are very new. The words, images, sounds or virtual actions that occur in these sites can be public to the 'whole world'. What students do online may harm others and have consequences in the real world.
 - *The School Discipline Policy may apply outside of school hours and off school premises where there is a clear and close connection between the school and the conduct of students.*

Westmead PS will respond to incidents of bullying in a timely and sensitive manner ensuring that the well-being of all individuals involved will be addressed. The whole school community has a part to play in managing bullying behaviours.

School staff

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 to incidents or allegations of bullying.

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, including Cyberbullying.

Students

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

Parents and caregivers have a responsibility to:

- support their children to become responsible citizens and to develop responsible on-line 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.

The school community

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.

All members of the school community - staff, students, parents/caregivers, and visitors should model behavior and positive relationships that respect, accept, and promote individual difference and diversity.

Further, engaging with and teaching the whole school community strategies to maintain a positive climate of respectful relationships is a key component of Westmead Public School's PBL approach.

These include:

- Implementing fair and transparent behavior management measures and effective teaching/ learning techniques, in line with the DEC Code of Conduct.
- Implementation of the K-6 Student Welfare Policy including rewards and consequences.
- Explicit teaching of the Bounce Back program to support the development strong social skills and resilience in grade programs.

- Discussion of the school rules;

Be Safe Be Responsible Be Respectful Be A Learner

rewards and consequences. It also allows classroom rules and behaviour expectations to be negotiated with students.

- Teaching of social skills and the development of interpersonal relationships and self-esteem through units of work in PD/H/PE.
- An active Student Representative Council (SRC) which gathers opinions, ideas, attitudes and concerns from the student community.
- Stage 3 camp which provides students with opportunities to develop social skills.

- Implementation of specific behaviour management and social skills programs to meet individual student needs. These are negotiated with the student, teacher, supervisor, other support staff and parents.
- Emphasis on protective strategies through Child Protection lessons which also incorporates responsible ICT use and strategies to address instances of Cyberbullying.
- Commitment to improving student welfare through initiatives of the PBL Committee.

Prevention

Westmead Public School is committed to maintaining a school climate where Bullying and Cyberbullying is less likely to take place, and students feel comfortable reporting it.

The inclusion of anti-bullying programs and resilience strategies such as Bounce Back, support the prevention of bullying behaviours and promote respectful relationships in a school environment that is fair and consistent.

Cyberbullying is prevented by ensuring that students are taught to be Responsible Digital Citizens. The message of appropriate use of technology is embedded in all curriculum areas and is reflected in the BYOD Policy (Bring Your Own Device).

School policies and procedures around students with anaphylaxis and other complex medical conditions are designed to ensure all staff are suitably informed of students' needs and to ensure that any students with medical conditions are not disadvantaged or stigmatized in any way. As an example, students at WPS with anaphylaxis do not wear different colour hats or any item that distinguishes them from their peers in the playground as a strategy to minimise the risk of students being bullied.

If students are concerned about whether their conduct, or that of others that you know or have seen online, may harm others - even by mistake - they are to talk to their parents or a teacher about it.

Students will also receive regular updates from SRC members and Executive staff in Stage Assemblies, morning assemblies, and in classes.

Early Intervention

The following strategies are some interventions that the school and Learning Support Team may implement when they are suitable for the particular circumstances of bullying. These will vary from case to case where:

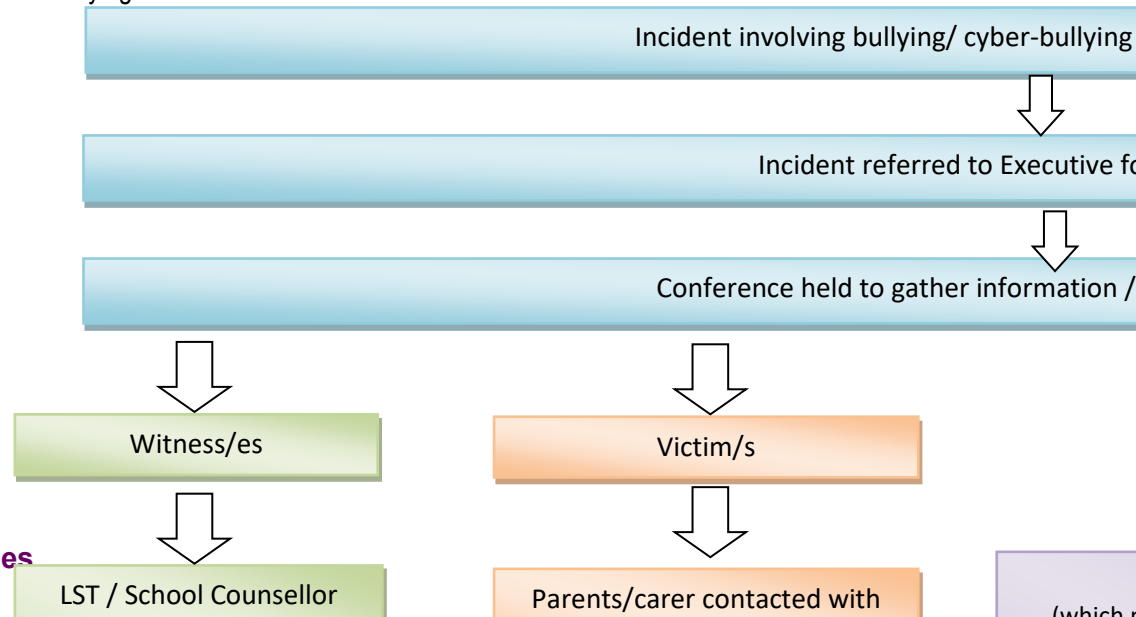
1. Students who are identified as being at risk of developing long-term difficulties with social relationships:
2. Students who are identified at or after enrolment as having previously:
 - I. experienced bullying
 - II. engaged in bullying behavior

Strategies:

- LST intervention
- Social skills groups
- Peer buddying
- School Counsellor Intervention
- Restorative Justice
- Mediation
- Bystander Training

Response

The following flowchart demonstrates how to respond appropriately to incidents of bullying or bullying behavior:



The school will use Sentral tracking software to monitor incidents of bullying within the school. This data will be used to evaluate and adapt school procedures. The school executive will use the information to identify patterns of bullying behavior and strategies to respond to such patterns.

This information will be fed back to staff through whole staff communication meetings, executive meetings and the Learning Support Team.

All students will be empowered to take positive steps in recognising and responding to incidents of bullying behavior. This will include bystander training where they are encouraged to intervene where feasible or to report to a teacher.

The Westmead Public School Anti-bullying Plan will be published on the school website. It is also presented annually to the school's P&C Association for their ongoing endorsement and support.

The School Anti-bullying Plan will be reviewed every year in accordance with Policy guidelines. Each year, the executive team will evaluate and review the policy in line with the Positive Behavior Learning Ethos.

This Plan was first presented to the school community in 2012. It was reviewed in 2014 and 2016.

Bullying or cyberbullying that appears to involve criminal behavior such as violence, threats, intimidation, inciting violence, hacking should be reported to the police and to the School Safety and Response Unit.

Additional Information

Police Youth Liaison Officer – Senior Constable Hatton (Merrylands Police)

School Liaison Police Officer – Senior Constable Dusan Dakic (Parramatta Police)

Principal's comment

I endorse the development and implementation of the Westmead Public School Anti-bullying Plan.

David Jenkins - Principal

School Team:

Emma Smith - Deputy Principal

Sam Doran - Deputy Principal

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