

ANTI-BULLYING PLAN

Walgett Community College





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.

Statement of purpose

At Walgett Community College we promote positive relationships that respect and accept individual differences and diversity within the whole school community. Our staff and students actively work together with the community to foster a safe, supportive learning and working environment where bullying is not tolerated. Positive relationships are also promoted and maintained through effective classroom and playground behaviour management programs and initiatives. As part of our school's Behaviour Code, our Anti-Bullying Policy aims to deal effectively with and prevent incidences of bullying through the provision of positive prevention strategies, support for reporting and managing all forms of interactions that are not acceptable in the school environment. Through the Anti-Bullying Plan we aim to achieve:

- a reduction in the number of incidents involving bullying behaviour
- an increase in the number of students who report bullying behaviour
- better performance in school work and student learning outcomes

Protection

Definition

Bullying is repeatedly hurting another person who is less powerful - either physically or psychologically. Bullying can take many forms. We consider the following behaviour to be bullying:

Physical - including hitting, punching, shoving, pinching, tripping, spitting, scratching, damaging, hiding or stealing belongings or throwing objects at someone.

Verbal – name calling, making offensive remarks, taunting, teasing, put downs.

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Indirect Social/Psychological - spreading rumours, gossiping about or embarrassing someone, making fun of someone, using threatening looks or gestures, excluding or threatening to exclude from groups, ignoring, ostracising or alienating.

Cyber (Online Bullying) - verbal and indirect social/psychological bullying through use of technology such as emails, blogs, websites, mobile phones etc.

This includes;

- the sending of abusive texts or emails
- taking and sharing unflattering or private images of others
- posting unkind messages or inappropriate images on social networking sites
- excluding individuals from online chats or other communication
- assuming the identity of the victim online and representing them in a negative manner or manner that may damage their relationship with others
- repeatedly, and for no strategic reason, attacking players in online gaming.

Bullying behaviour typically contains seven elements

1. An initial desire to hurt.
2. Bullying desire is acted out and some form of bullying is perpetrated.
3. This action is hurtful.
4. There is an imbalance of power-the bullying behaviour is stronger and more powerful than the victim's behaviour, either physically or psychologically.
5. There is no justification for the action - i.e. the victim has done nothing to deserve such treatment.
6. It is persistent and repeated.
7. The person bullying derives enjoyment from hurting the victim.

All staff at WCC are responsible for:

- modeling appropriate behaviours at all times
- teaching students skills and strategies to deal with bullying as per the strategies outlined in this plan
- provide curriculum that supports students to develop an understanding of bullying and its impact
- dealing with all reported and observed incidences of bullying as set out in this plan and the school's discipline policy
- ensuring that students are supervised at all times
- reporting incidences of bullying to the Assistant Principals or Deputy Principal or Principal consistent with school welfare reporting procedures
- creating a culture where it is acceptable and encouraged to report incidents.

All staff have the absolute “Duty of Care” responsibility to all students at all times.

All students are responsible for-

- being assertive, tell the "bully" that they don't like the behaviour, how it makes them feel and that they must tell a teacher about it if the person continues
- telling a teacher, DP, AP, Principal or Executive Principal if the perpetrator/s continue
- reporting if they are being bullied or if they see someone else being bullied - both at school or on the way to and from school
- reporting any cyberbullying to their teacher or Principal (Do not delete any emails. Make note of any websites.)
- asking to see an executive member of staff to directly report incidences of bullying if the teacher is busy with other playground issues, or if they would prefer to do so

- help someone who is being bullied
- not bully others

All parents/caregivers are responsible for:

- watching for signs their child may be being bullied
- speaking with someone on the staff at Walgett Community College if they suspect their child is being bullied
- instructing their children to “tell” if they are bullied
- support their children to become responsible citizens and to develop responsible on-line behaviour. As a parent model appropriate online behaviour.

Prevention

Through implementation of the school rules and expectations, the school will establish and maintain a positive climate of respectful relationships where bullying is less likely to occur. This includes:

- Explicit teaching and modelling of positive behaviours that reflect school expectations and Core Rules
- Treat one another with dignity and respect
- Establish and maintain supportive and protective student welfare programs including Buddy Classes, Peer Support, Student Leadership Program, and Circle Time
- Teach ‘High Five Strategy’ to build student’s social skills and resilience.
- Implementation of the Peer Support Program Speaking Up (Anti-Bullying module) and use of resources e.g. Bullying No Way
- Students are encouraged through regular reminders to ‘dob’ (**don’t obey bullies**) and report bullying incidents involving themselves or others, including incidents of cyberbullying

- Education of whole school community around the identification of bullying and cyber safety issues.
- Frequent recognition of students practising respectful and responsible behaviours
- Clearly defined and articulated consequences for non-compliant, inappropriate and/or bullying behaviour
- Reinforcement and communication to whole school community of school's position of zero tolerance for bullying
- Explicit teaching to empower students e.g.

If you're being bullied



Do the 'Five'...

1. Ignore
2. Friendly Talk
3. Walk Away
4. Firm Talk
5. Report It

But if it's been going on for a while and these don't work...

- talk to your friends and ask for support
- talk to your parents
- talk to your teachers including Principal and Assistant Principals

If you see someone else being bullied...

- tell the person acting like a bully to stop
- talk to a teacher
- don't watch or join in
- try to change the subject
- try to comfort and/or include the person who's being targeted

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- explain to the person being bullied that it's nothing to do with them—it's about the other person's behaviour.

If you are cyberbullied:

- don't respond to the message or image
- save the evidence
- block and delete the sender
- report the situation to the website or Internet Service Provider
- tell trusted people—friends, adults, teachers, parents and police if necessary.

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. Where it is anticipated that a student may be at risk of becoming either a victim or perpetrator of bullying behaviour, the following measures will be taken:

- Referral to Learning and Support Team
- Development and rehearsal of social stories and strategies for teaching/coaching and practice through role play and scenarios.
- Development of action plans on how to cope with difficult situations

Response

Incidences of bullying are reported immediately to any teacher, Assistant/Deputy Principal, Principal or Executive Principal by students and/or parents. Any bullying incidences reported will be investigated and recorded by the executive team. Consequences for the perpetrators of clearly substantiated bullying behaviour will also be imposed as outlined in the school's behaviour code and if necessary, suspension procedures then a bullying incident is reported or observed the following procedures will apply:

Responding to Reported Incidence of Bullying

- ☒ Children involved speak with an executive member of staff about the incident.
- ☒ If clearly substantiated, and depending on the nature of the incident, the students' parents will be contacted and a warning given of the consequences for further incidences.
- ☒ If it is noted that a student is repeatedly perpetrating bullying behaviours, a behaviour management plan will be developed for him/her in consultation with his/her parents to hopefully modify behaviour and reduce risk to other students.
- ☒ In the case of cyberbullying initiated through school accounts, the student may have their DoE account blocked for a period determined by the Principal - subsequent consequences for this behaviour determined in line with the school's discipline policy.
- ☒ Inform other staff of the incident.
- ☒ Monitor the behaviour of the children involved.
- ☒ If action is repeated, the Principal will meet with the student's parents.
- ☒ If the child continues to bully, make an appointment to speak to the parent/carer. Remind them of the policy and ask for their cooperation in stopping the child from bullying other students. Develop an intensive behaviour management plan if necessary.
- ☒ If bullying behaviour does not stop, student may be suspended as per the school's behaviour code and DoE policy documents.
- ☒ Victims of bullying will have access to School Counsellor for support if the need exists or the student so requests it.

online, they are encouraged to take the following actions immediately:

- ☒ Tell an adult you trust. This can be a teacher, parent, older sibling or grandparent – someone who can help you to do something about it. Leave the area or stop the activity. People who bully get their kicks from knowing they've upset their target. Don't let them know they've upset you, and you've taken away half their "fun". Easier said than done when it's face-to-face, but if it's on your mobile or the Internet — easy!
- ☒ Block the sender's messages. If you are being bullied through e-mail or instant messaging, block the sender's messages. Never reply to harassing messages.
- ☒ Keep a record. Save any harassing messages and record the time and date that you received them.
- ☒ Advise your Service Provider. Most service providers have appropriate use policies that restrict users from harassing others. They can respond to reports of cyberbullying over their networks, or help you track down the appropriate service provider to respond to.
- ☒ Report to police. If the bullying includes physical threats, tell the police. Some people think that they can get away with it because they believe it is anonymous. They are wrong. Most can be traced and it's a criminal offence to use a mobile phone or any form of communication to menace or harass or offend another person.

Reporting Instances of cyberbullying when students are being harassed

Evaluating the Program

The plan and strategies put in place will be evaluated on an ongoing basis and will be formally reviewed at least once every three years by: noting if there has been a reduction in reported or observed incidences of bullying; noting if there has been a change in the ethos of our school. i.e. a culture within the school which makes it safe to “tell”-without fear of reprisals; and speaking to parents who have reported incidences to find out if the problem has been resolved.

Principal’s comment

Walgett Community College is an inclusive environment. The school openly celebrates diversity and individual student differences are respected and valued. A cornerstone of the school’s Anti Bullying Policy is reflected in the school expectations and rules; be safe, show respect and do your best. The views, values and beliefs of parents, caregivers, and students are reflected in this policy and therefore central to its success. All Walgett Community College students have the right to learn and play in a safe, harmonious environment. This community does not tolerate bullying or harassment. Respect for others is expected.

The school will review this policy in 2018.

Karen McKinnon – Executive Principal

School Information

Walgett Community College Primary School

Warrena Street Walgett, NSW 2832

Phone: (02) 6828 1077

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

Website: <http://www.walgettcommunity.schools.nsw.edu.au/>

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Walgett Community College High School

Arthur Street Walgett, NSW 2832

Phone: (02) 6828 1022

Email: walgett-h.school@det.nsw.edu.au

Website: <http://www.walgettcommunity.schools.nsw.edu.au/>

Additional Information

Phone

Kids Help Line 1800 55 1800

Life Line 13 11 14

Mental Health Help Line 1300 302 980

Child Protection Helpline - 24/7
132 111

Police Youth Liaison Officer (PCYC) 8805 4700

Walgett Police Station 68 203 999

Online

www.bullyingnoway.gov.au

www.cybersmart.gov.au

www.ncab.org.au (National Centre against Bullying)

