Anti-bullying Plan
Young 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.

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.

At Young Public School we focus on staff consistency to promote the positive elements of student relationships, rather than targeting bullying. The few cases of bullying or aggressive behaviour that occur are responded to on an individual basis, focussing on the individual needs and issues of the students involved. Staff have a clear understanding of the meaning of bullying and the associated behaviours.

Rationale: Inappropriate behaviour records are analysed each term. Surveys of students are conducted annually to ascertain the extent of bullying and inappropriate behaviour. The constant focus on positive behaviours indicates that more than 95% of students reportedly have no experience of being bullied.

In our experience, the constant promotion of positive relationships between students has had a huge impact, lowering the percentage of children who complain of the way they are treated by other members of the school community.

The Anti-Bullying Plan will be readily available for parents for collection from the office and will also be published on the school’s website.

Statement of purpose

Young Public School students have the right to spend the school day free from the fear of bullying, harassment, intimidation and victimisation. Any negative behaviours are investigated and dealt with promptly and consistently. Our school Thinking of Others (TOO) program assists our students to feel safe and protected at school. TOO is embedded into our school welfare policy.

Protection

Students, teachers, parents, caregivers and members of the wider school community can expect:

- that students will be safe at school, free from fear of bullying, harassment and intimidation
- to know what is expected of them and others in relation to the Anti-bullying Plan
- that the school welfare policy will address bullying behaviours and support students at risk.

Students, teachers, parents, caregivers and members of the wider 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 this Anti-bullying Plan and support it through words and actions
- Actively work together to resolve incidents of bullying behaviours when they occur.

Bullying is intentional, repeated behaviour by an individual or group that causes a child distress, hurt or undue pressure. Bullying can be of a verbal (name calling etc.), physical (hitting, punching kicking etc.), social (excluding, ignoring etc.), or psychological (rumours, cyber bullying etc.) nature.
Examples of intentional, repeated behaviours associated with Bullying:

- Any form of physical violence such as hitting, pushing, or spitting on others
- Interfering with another’s property by stealing, hiding, damaging or destroying it
- Using offensive names, teasing or spreading rumours about others or their families
- Posting or sending harmful images or text via the internet or other digital communication tools
- Using “put-downs” belittling others’ abilities and achievements
- Writing offensive notes or graffiti about others
- Making degrading comments about another’s culture, religious or social background
- Hurtfully excluding others from a group
- Ridiculing another’s appearance
- Forcing others to act against their will.

Behaviour which interferes with the opportunity for students to maximise their educational outcomes, physical development and social skills will not be tolerated at Young Public School. Respectful, caring behaviour is expected from all students and is praised and rewarded.

The creation of a safe and happy environment, free from all forms of bullying is the responsibility of all staff, students, parents and the wider school community.

Students will understand the behaviours expected of them in our school, and will be made aware of the consequences of not meeting these requirements.

Prevention

Through our K-6 Social skills program and our TOO program all students are able to identify bullying and other negative behaviours. By the constant promotion and rewarding of positive behaviour, the incidence of bullying at Young Public School is kept to a minimum. In class lessons students are given strategies for dealing with any bullying behaviour they experience or are aware of. Individual learning plans are established for students who need targeted intervention. Students are taught to report all incidences of hurtful behaviour to staff, to support other students who are being treated unfairly and to develop strategies to defuse or avoid unpleasant situations. School programs such as Harmony Day, TOO Week, Mentoring, Chaplaincy and Peer Support all assist as preventative measures.

All members of the school community must play their part in preventing bullying.

Members of staff will:

- Be role models in action and speech
- Be alert to the possibility of bullying
- Promote a safe and happy playground environment by being active in their supervision
- Arrive at class on time
- Be proactive in their response to bullying by removing the victim from the situation and reporting incidents to appropriate members as outlined in the procedures, including parents where necessary.

Students can expect to:

- Know that their concerns will be responded to by school staff
- Be provided with appropriate support (for both the subjects of and those responsible for the behaviour)
- Take part in learning experiences that address key understandings and skills relating to positive relationships, safety, gender equity, discrimination, bullying and harassment.
Early Intervention

Students who are victims of unpleasant behaviour have ready access to our school counsellor. Our school mentors also work with students who have been the victims or perpetrators of bullying. In addition to cross curricular, sporting and cultural activities, students may also be invited to participate in support programs such as Yoga or recorder group to develop social and behaviour skills. Parents are always contacted when a child has been a victim or a perpetrator. Welfare incidents are monitored and recorded using SENTRAL software. The Learning and Support and Welfare committees provide opportunities for staff to identify and support student who have engaged in bullying behaviour or students who have been victims. Our school Chaplain has a referral system for students who feel concerned.

Response

Students should:

1. Tell a teacher immediately. This may be the Class Teacher, the teacher on playground duty, the Deputy Principals or the Principal
2. Follow the processes that will be supported by the school staff. It is contained within the school’s welfare and discipline policy. Student’s concerns will always be taken seriously
3. Co-operate with the immediate and ongoing resolution and prevention strategies.

Staff:

If a student reports bullying, or staff witness bullying incidents, it is suggested that:

1. Staff should listen and acknowledge the seriousness of the report, no matter how trivial it may appear at first
2. Staff discuss the incident with the bully/ bullies and where relevant, respond according to the school’s discipline policy
3. Contact parents of both parties and record incident on Sentral
4. Inform the grade supervisor who will, in conjunction with a member of the Senior Executive, provide ongoing support to the victim.

Parents:

1. It is suggested that you encourage your children to discuss bullying as much as possible. A thorough reading of this plan with your children is highly recommended
2. If your child reports that they are being bullied at school, encourage them to follow the procedures above
3. When the school’s attempts to deal with reported bullying and victimization do not appear to be working, your assistance may well be sought. In cases of a really serious nature you will automatically be involved.

Whole School:

1. The bullying policy and the discipline policy are discussed at least annually in each class by students and teachers
2. School assemblies are used to discuss the school’s policies and to re-enforce good and appropriate behaviours
3. Resources and programs relevant to happy and safe schools are integrated into teaching and welfare programs in the school
4. Data is collected to inform the school on the success of the policy
5. Time and resources are allocated to strategies that assist the identification, the remediation and elimination of issues of bullying.

School Anti-bullying Plan – NSW Department of Education and Communities
The school uses Sentral tracking software to monitor incidents of bullying within the school. This data is used to evaluate and support school procedures. The school executive will use the information to identify patterns of bullying behaviour and provide strategies to respond to such patterns.

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

Review:
Surveys are conducted annually of students and parents to ascertain the effectiveness of our TOO Program, and our anti-bullying plan. The school has purchased survey and data analysis tools to assist the process. Detention statistics are analysed on a term basis. Results of these are discussed at welfare meetings and staff meetings.

The Young Public School Anti-Bullying Plan will be reviewed by staff each year and will be presented to the school community every two years.

Additional Information
For serious incidents relating to student welfare staff may contact the following agencies where appropriate.

Child Wellbeing Unit - (02) 92699400   Community Services - 133627
Police Youth Liaison Officer (YLO) - Senior Constable Joe Camilleri
Cootamundra Police Ph: 69420004.
School Liaison Police officer (SLP) - Constable Andrew Reimer,
Young Police Phone: 63828199
Kids Helpline – 1800 55 1800

Complaints Handling
In the first instance complaints should be discussed with school executive or the principal. Further enquiries can be made to:
Director of School Education Riverina – Mrs. Sandra Clifford – 69373838
or
call the NSW Department’s switchboard on 02 9561 8000.
For more information visit: http://www.dec.nsw.gov.au/complaints/

Principal’s comment
Young Public School staff actively monitor student relationships in the class and playground. Our school actively promotes and implements programs to foster appropriate positive behaviours within a supportive school environment. Bullying and violence in all forms is taken very seriously as indicated in this document. Staff and students are supported by clear processes to identify and solve issues. We employ very effective student tracking for attendance, behaviour and student welfare.

This Anti-bullying plan is a significant component of the overall school welfare policy. We will continue to work as a learning community of staff, students and families to ensure all stake holders feel safe and happy whilst they are at school.

Neil Muir   Principal
Edwina Wymer   Dep. Principal
Sue Gibson   Asst. Principal
Jan Major   Asst. Principal
Amanda Butt   Asst. Principal
Ann Edwards   Asst. Principal
Jane Caldow   SAM

School contact information
Young Public School
Bruce Street, Young 2594
Ph: 02 63822453
Fax: 02 63824056
Email: young-p.school@det.nsw.edu.au
Web: www.young-p.schools.nsw.edu.au

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The Anti-Bullying Plan – NSW Department of Education and Communities