Wingham Brush Public School

Anti–Bullying Policy and Plan

This plan outlines the processes for taking reasonable steps to prevent and respond 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 Wingham Brush PS we know that students develop best where teaching and learning occur within a context of student wellbeing. Student wellbeing is the sum of all academic, cognitive and social practices, policies and programs that occur within the school. Given the nature of our students it is paramount that staff, students and the community actively work to establish a safe, structured and supportive environment.

Statement of purpose
Schools exist in a society where incidence of bullying may occur. Our staff must understand reasons for bullying and how to respond in accordance with the school and departments policies and procedures.
The wellbeing of our students is a paramount priority for our school and bullying in any form is taken seriously.
Any inappropriate behaviour that interferes with the teaching and learning at the school and the wellbeing of students will not be accepted.

Protection
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 communications technologies.
Bullying can involve humiliation, dominations, 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.

Responsibilities and Delegations

Principals

Principals and School Staff will ordinarily take reasonable steps to see that the school implements an Anti-bullying Plan that:
- Includes procedures consistent with, Reporting incidents involving assaults, threats, intimidation or harassment and the Incident Reporting Policy,
- Includes procedures for contacting the Department of Education Child Wellbeing Unit where appropriate,
- Includes contact information for the police youth liaison officer (YLO)
- Includes contact information for appropriate support services such as Kids Helpline,
- Is promoted and widely available within the school community and published on the school website,
- Is reviewed with the school community at least every three years.

School Staff

School staff have a responsibility to:
- Respect and support students
- Model and promote appropriate behaviour.
- Assist students development of skills to solve problems in appropriate way,
- Have a reasonable 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.
- Impose a universal ban on the use of social media by students in classrooms whilst at school.

Students

Students have a responsibility to:
- Behave appropriately, respecting individual differences and diversity
- Behave as responsible digital citizens and follow school rules
- Follow the school Anti-bullying Plan
- Behave as responsible bystanders
- Report incidents of bullying according to their school Anti-bullying Plan.

Parents and Caregivers

Parent 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 consistently 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.

Prevention

Strategies to reinforce positive behaviour could include:
- Regular positive reinforcement in classroom and playground. These are encouraging words, actions or emotions that follow a particular behaviour of a student. This will therefore cause the student to want to repeat the behaviour being reinforced.
- Create fair and safe class and school environments.
- Classroom based positive development and support programs
- Drug education program
- Living Skills programs
- Child protection program

Out of Hours Cyber Bullying

In the event of a complaint of cyberbullying occurs outside of school hours, the school may report claims to the police, who are better equipped to investigate. Students are advised to report such conduct to the police and use other services to manage cyberbullying

Bullying Response Flowchart

Listen	• Identify bullying behaviour, including cyber-bullying. • Provide a safe, quiet space to talk and reassure the student that you will listen to them. • Let them share their experience and feelings without interruption . • As a mandatory reporter, if you hold immediate concerns for the student's safety, let the student know how you will address these.
Document	• Write a record of your communication with the student and check with the student to ensure you have the facts correct. • Enter the record in School Bytes • Notify school executive of incident if required in line with behaviour management plan
Collect	• Gather additional information from other students, staff or family • Review any previous reports or records for students involved • Make sure you can answer who, what, where, when and how • Clarify information with student and check on their wellbeing
Discuss	• Make a time to meet with the student to discuss next steps • Ask the student what they believe will help address the situation • Engage the student as part of the solution • Provide the student and parent with information about student support network
Implement	• Document the plan of action in School Bytes • Complete all actions agreed with student and parent within agreed timeframes • Monitor student and check in regularly on their wellbeing • Seek assistance from student support network if needed
Review	• Meet with the student to review situation • Discuss what has changed, improved or worsened • Explore other options for strengthening student wellbeing or safety • Report back to parent
Ongoing follow-up	• Continue to check in with student on regular basis until concerns have been mitigated • Record notes of follow-up meetings in School Bytes • Refer matter to the Learning and Support Team within 48 hours if the situation is not resolved