



Kurmond Public School – Friendly Kids, Friendly School Policy *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.

This Anti Bullying Plan has been developed, implemented and evaluated by the Kurmond Public School community. It will be fully reviewed and ratified using procedures supported through Positive Behaviours for Learning. This will ensure “Zero-Tolerance” towards bullying is embedded into school-wide systems of support at Kurmond 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.

Statement of Purpose

Kurmond Public School is committed to providing a safe and secure environment promoting personal growth and excellence by developing confidence and self-esteem. The school has an inclusive environment where diversity is affirmed and individual differences respected. Quality education is provided for students to meet their learning needs in a secure, ordered and supportive environment. Every member of the Kurmond Public School Community has the right to be a part of a school environment without being bullied, harassed or intimidated. Students, teachers, parents and carers have a shared responsibility to create a happy and safe environment free of bullying. The whole school community has a responsibility to:

- Promote positive relationships that respect and accept individual differences;
- Support the Anti-Bullying Policy through action; and
- Work together to resolve incidences of bullying when they occur.

Protection

Definition

Bullying can be defined as intentional, repeated behaviour by an individual or group of individuals that causes distress, hurt or undue pressure. It devalues, isolates, frightens and can affect an individual's right to achieve. Bullying has long-term effects on those engaging in bullying behaviour, those who are the subjects of bullying behaviour and the onlookers or bystanders. Bullying involves the abuse of power in relationships and can involve all forms of harassment (including sex, race, disability etc), humiliation, domination, intimidation and victimisation of others.

Bullying behaviour can be:

- **Verbal:** calling names, teasing, putdowns, insults, threats;
- **Physical:** hitting, punching, kicking, tripping, spitting;
- **Social:** ignoring, excluding, making inappropriate gestures;
- **Psychological:** spreading rumours, dirty looks, hiding/damaging possessions, malicious SMS/email messages; and / or
- **Cyber:** social media, malicious SMS and email messages, inappropriate use of camera phones.

Conflict or fights between equals or single incidents may not amount to bullying.

Managing Bullying

The steps we will take to counter bullying at Kurmond Public School are as follows:

1. Prevention
2. Early Intervention
3. Response

Responsibilities

Staff	Student	Parent / Guardian / Care giver
<ul style="list-style-type: none"> To model appropriate behaviour at all times. To promote the school's PBL expectations of Effort, Safety, Responsibility, Courtesy and Achievement. To treat each report of bullying seriously, act on the report promptly and communicate incidences to relevant parties where required. To implement strategies outlined in this policy, as well as those embedded in the Child Protection learning experiences, in order to promote positive relationships that incorporate strategies to address bullying. To monitor and track incidences of bullying and respond in an appropriate and timely manner. 	<ul style="list-style-type: none"> To show consideration, respect and support for others. To uphold the schools expectations of Effort, Safety, Responsibility, Courtesy and Achievement. To report bullying whether directly or indirectly involved, both at school and on the way to and from school. To develop and attempt to use learnt strategies to deal with bullying incidences. 	<ul style="list-style-type: none"> To be aware of and support the school's Friendly Kids, Friendly School / Anti-Bullying Plan as well as the PBL expectations for the students of Effort, Safety, Responsibility, Courtesy and Achievement. To encourage their children to show consideration, respect and support for others. To encourage their child to adopt learnt strategies to deal with bullying. To encourage their child to report bullying whether directly or indirectly involved both at school and on the way to and from school. To inform the school if bullying is suspected. To take an active role in their child's school life and watch for signs that their child may be involved in bullying.

Prevention

Kurmond Public School aims to build a safe and supportive environment that will prevent bullying by:

- Teaching about bullying through whole school programming aligned with Child Protection and Anti-Bullying educational experiences;
- Teaching specific social and emotional skills through whole school programming ie. Bullying No Way! Friendly Kids Friendly Classrooms, You Can Do it, Bee Social Education, Buddy Program, Peer Support and other educational programs;
- Engaging staff in professional learning in order to adopt a whole school approach for student well-being, including the Chaplaincy Program;
- Fostering an evidence based whole school systems approach that establishes social expectations for all in the school community and provides a framework for the school and its community to collectively support the well-being of every student ie. PBL, 1, 2, 3 Magic;
- Providing students and staff with the knowledge and skills associated with the responsible use of technology and behaviour online to ensure safety and appropriate practice.

Early Intervention

Kurmond Public School will ensure that lesson plans are developed and embedded into the 'universal' framework of the school. Students will be identified as requiring 'targeted' or 'intensive' support through the school's data collection system. Individual intervention strategies and programs will be implemented in consultation with the Learning Support Team (LST) and key stakeholders.

Response

Bullying of any kind is not accepted at Kurmond Public School, and will be dealt with immediately consistent with the School's and Departmental policies. All reports of bullying including cyber bullying are taken seriously. The primary aim of our school's response is to restore a positive school environment for all involved.

Reporting of incidences is actively encouraged so that measures can be taken to stop these behaviours. All reports are handled in a sensitive matter and are investigated, followed up and recorded. When a report of bullying has been made, the following steps will be taken:

- Teachers involved will interview the alleged victim/s. The purpose of this is for fact finding, building students' awareness of their rights and responsibilities and reassuring them and determining the result desired for the situation;
- Teachers will gather information from the alleged perpetrator/s. This involves a calm discussion of the situation as one that needs a resolution. Students will be encouraged to talk about their involvement, building their awareness of their rights and responsibilities;
- Victim/s and perpetrator/s will be brought together to discuss the situations and hear each other's point with the teacher taking on the role of mediator;
- A support action plan will be developed and arrangements made for the plan to be monitored by supervising teachers and executive. These steps align with the research outlined in the 'Anti-Bullying Interventions in Schools – What Works?' document published by CESE:

https://antibullying.nsw.gov.au/media/documents/Anti-Bullying-in-Schools_What-Works.pdf

This process aims to be positive and restorative rather than punitive. The intention is that information gathering will take place in a timely manner. Parents / guardians / caretakers are encouraged to be part of the response process. Records are kept of incidences and alleged incidences of bullying. Students who have been involved in multiple bullying incidences will be referred to the LST. Other interventions depending on each individual case, may also involve the referral to the Anti-Racism Contact Officer (ARCO), referral to departmental and / or outside agencies, The Child Well Being Unit, class or group changes, behaviour guidance programs, time out from the class or playground, and in extreme cases, suspension.

Students who have witnessed bullying may also require support, such as counselling, and this will be done on an individual needs basis. Incidents such as assaults or threats will be reported to the Police by the Principal.

Parents who are dissatisfied with the school's response may choose to make a complaint to the Department of Education. The Department's Complaints Handling Policy is on the website <http://www.det.nsw.edu.au/aboutus/epac/index.htm>

Evaluation

Students complete the Tell Them From Me Surveys each year which includes feedback on perceived incidences of bullying. The data is analysed by the Executive Team and communicated to staff. Strategies are developed and implemented to address any issues.

Kurmond Public School's Anti-bullying plan is available to parents and other members of the school community via the school's website. It will be reviewed

Monitoring and Evaluation

The Positive Behaviour for Learning Team will monitor behaviour data each term to analyse locations where incidences occur and types of incidences to be addressed with particular groups of students. The team will recommend and then implement strategies to address any identifiable patterns.

The school Anti-bullying Plan will be monitored and amended, where appropriate, to reflect changes in the school and current teaching and learning practices on an annual basis.

The strategies and programs implemented by the school to combat bullying will be reported annually to parents via the Annual School Report.

Principal's Comment

The Friendly Kids, Friendly School Policy (Anti-Bullying Plan) follows very closely the guidelines determined by the Department of Education. It is one part of Kurmond Public School's overall student wellbeing policy which has an overriding philosophy of promoting, engaging and rewarding positive interpersonal relationships.

The Kurmond Public School Friendly Kids, Friendly School Policy (Anti Bullying Plan) was reviewed and updated with input from all Staff, P&C members and the school's SRC members.

Phoebe Foster – Relieving Assistant Principal

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School contact information

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Additional Information

[The Police Youth Liaison Officer 4587 4099](mailto:45874099)

[Kids Helpline Phone Counselling Service 1800 55 1800](tel:1800551800)

If you need to speak to a counsellor, call 1800 55 1800, 24 hours a day, 7 days a week. <http://www.kidshelp.com.au/>

Kurmond Public School reviewed and implemented the Student Discipline Policy in 2017. It is in line with the Department of Education's Student Discipline in Government Schools Policy. <https://education.nsw.gov.au/policy-library/policies/student-discipline-in-government-schools-policy>

www.bullyingnoway.com.au

The Bullying. No Way! website has been developed in collaboration with other government and non-government authorities from the Commonwealth, States and Territories. It showcases strategies that have proven to be successful in increasing safety and reducing bullying and harassment in schools throughout Australia. NSW schools are featured on this site and Kurmond Public Schools takes part in this campaign each year.

www.det.nsw.edu.au/antibullying

The NSW Department of Education provides information and examples of what schools are already doing to address bullying behaviour on its website.

<https://education.nsw.gov.au/policy-library/policies/student-discipline-in-government-schools-policy>

www.kidscape.org.uk/

Kidscape provides practical skills and resources to prevent bullying for children and young people under the age of 16.

The Code of Conduct (NSW Department of Education 2006) clarifies the standards of behaviour that are expected of DoE staff in the performance of their duties. It gives guidance in areas where staff need to make personal and ethical decisions. <https://education.nsw.gov.au/policy-library/associated-documents/The-2014-Code-of-Conduct-approved-by-Minister-1-July-2014-updated-Dec-2016-not-tracked.pdf>