

Anti-bullying Plan

Castle Hill Public School - 2017





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

The Castle Hill Public School Anti-bullying 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 plan aims to address all forms of bullying that may occur in the school environment and to provide positive strategies for preventing, reporting and managing all forms of interactions that are not acceptable in the school environment.

This plan has been collaboratively discussed, planned and written by the Castle Hill Public School Anti-bullying committee. The committee consists, of a teacher representative from each learning stage, a Deputy Principal, the school counsellor and a parent representative. All teachers will be responsible for implementing the plan. The school executive, teachers and parents will evaluate the plan throughout the year. The committee and the principal or principal's delegate will be responsible for reviewing the plan.

Statement of purpose

Castle Hill Public School rejects all forms of bullying. We value respect and we embrace, as well as show, acceptance towards others. We foster a safe and supportive learning environment and we promote positive relationships through the student wellbeing programs we offer.

Students, teachers, parents, caregivers and members of the wider school community have a shared responsibility to create a safe and happy

environment, free from all forms of bullying.

Protection

Our students, teachers and members of our school community can expect that our school community will work together to ensure that Bullying is *Stamped Out* at Castle Hill Public School.

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 students.

This could be:

- verbal: the child is called names, put down, threatened, humiliated, dominated, intimidated, victimised or harassed based on gender, race, disability etc;
- physical: hitting/punching, pushing/shoving, kicking, throwing objects, belongings stolen or damaged, spitting, intimidation, making someone do something against their will; (Conflicts or fights between students or single incidents are not defined as bullying, however still need to be addressed and resolved.)
- social: the child is left out, ignored or rumours are spread;
- psychological: the child is stalked or given dirty looks; or
- cyberbullying: sending negative messages about a person or persons via email, phone, internet etc

Teachers, students, parents, caregivers and members of the wider community have a responsibility to work together to address bullying. We all have a responsibility and a right to:

- Feel safe and happy
- Help others feel safe and happy

- Treat everyone as a worthwhile person
- Act responsibly and report incidences of bullying

The school will continue to be proactive and to implement and maintain a positive climate that promotes respectful relationships.

Prevention

At the start of each year, Castle Hill Public School will implement an age appropriate Anti-bullying lesson in each grade. The lesson will be hands on and reiterate that we do not accept any form of bullying. An additional lesson will also be delivered at the start of Term 3. This lesson can also be utilised as required by the classroom teacher.

In addition, as a school we will celebrate National Anti-Bullying Day, inviting performers and guest speakers to educate and empower our students.

Our school will raise awareness around bullying and how to stop bullying by integrating our lessons across all key learning areas. These lessons will enable students to build an understanding of how to manage difficult situations, stand up to a bully and what to do as a bystander.

Castle Hill Public School will periodically survey students, staff and parents to monitor the school culture in relation to bullying. The school will continue to be proactive in its implementation of wellbeing programs across the school.

Cyber bullying is also a concern at our school especially because of the access to technology that our students have. Castle Hill Public School will raise community awareness into the harmful effects of cyber bullying by running an annual Cyber Safety Information session.

Early Intervention

The early intervention strategies implemented at Castle Hill include:

- The explicit teaching to students of what bullying is and encouraging an understanding of what to do in those situations, as well as how to report it.
- Teacher identification of students being bullied through the registration of students as 'victims' in the reporting of negative behaviour incidents.
- Regular reminders from teachers for students to report instances of bullying. In older grades, a box will be set up in class to encourage students to report bullying. This will enable those that may be frightened of 'telling on their peers' an opportunity to report in a subtle manner.
- Teachers will be actively encouraged to set up a class reporting system that allows students who may be afraid to report an incident, an opportunity to report the incident in a safe and non-threatening environment.
- Establishment of a whole school buddy program.
- Safe lunchtime venues such as the friendship room (structured games that encourage positive social relationships) and the lego room.
- Ongoing monitoring of identified bullies and victims in the school environment and ensuring these students are supported.
- Ongoing counselling where necessary for bullies and victims.
- Public acknowledgement of positive behaviours through the school PBL framework.
- Students and their families will be encouraged to participate in positive home/school communication to support students.

Response

- Once identified, the bully, victim and witnesses will be spoken with, and all incidents or allegations of bullying will be fully investigated and documented.
- All incidences of bullying will be reported to the grade supervisor and senior executive team for further investigation and will be acted on in a timely manner.
- Both bully and victim will be offered counselling and support in individual meetings.
- If bullying is significant or ongoing, parents will be contacted and consequences implemented consistent with the school's expectations. Students will be aware of the consequences of bullying through our schoolwide PBL framework.
- Parents, teachers, students and the community will be aware of the school's position on bullying.
- Staff will be made aware of their responsibilities with regard to the policy. The reporting form will be shared with staff as well as information regarding how to support the bully, victims and witnesses.
- Following an incident or incidences of bullying, the class teacher will review bullying with the class by teaching a specific anti-bullying lesson. This lesson, intervention, will be specifically matched to the incident of bullying as a means of educating students on how to recognise bullying and what they can do to prevent it.
- Where the incident involves an assault, threat, intimidation or harassment, the school will investigate the incident, contact parents and involve the youth liaison officer for the purpose of providing education and support to students.
- The school will continue to use the Sentral database to determine if there is a pattern of bullying behaviour. If a pattern is recognised, the schools senior executive team will investigate the issue by speaking with all involved parties, contacting parents and offering counsellor support where necessary.

- Publication of the policy will be available on the school website. Additionally, information relating to bullying will be included in the school newsletter.
- A pamphlet (Anti-Bullying Policy) will be distributed to all students at the start of each school year or when a student enrolls throughout the year to inform them and their families how to respond and what to do.
- The school anti-bullying plan will be evaluated at the end of each year in an effort to be proactive and to identify any other interventions that can be implemented to support our school community.
- The school will report annually on the effectiveness of the Anti-bullying plan through the annual school report.

Students will know that they **can** control what happens. They will adopt appropriate strategies that will help to eliminate further instances of bullying as well as boosting their own sense of wellbeing.

Students will be proactive and need to decide what action to take.

Step 1: Ignore it. Show that it does not upset you. The bully is then not rewarded and the bullying may stop. *If it does not stop:*

Step 2: Talk to the person bullying you. Tell her or him to stop. *If it still does not stop:*

Step 3: Talk it over openly with a trusted peer or trusted adults, (i.e. class teacher or parent). They can help you decide what to do. *If the bullying still does not stop:*

Step 4: Talk to the Deputy Principal or School Principal. Allow him/her to take the action they see as necessary.

Students who are not being bullied but are aware of others who are, will

be encouraged to report it. The purpose being to protect those that are being bullied as well as to offer the necessary support to the bully and victim.

Additional Information

Castle Hill Public will ensure that the schools Anti-Bullying policy is reviewed annually. Additionally, the surveying of students, teachers and their families will continue and will be utilised to inform future planning. Ongoing communication with our Police Youth Liaison Officer, Senior Constable Rob Paterson will be maintained and his advice sought as required.

Related Information

Cybersmart School Gateway
Cyberbullying Stories
Bullying. No Way!
Racism. No Way!
National Safe Schools Week
National Centre Against Bullying
Kids Help Line

Principal's comment

Castle Hill Public School students, staff and community are aware that bullying occurs throughout society. We have a shared commitment to do our best to address all forms of bullying and hold the strong view that bullying is not tolerated at this school. It is a fundamental right for our students, staff, parents and community members to be able to work together in an environment that is free of bullying.

Through our teaching programs, we empower students with strategies to support students if they are bullied and have procedures in place to manage any situations where bullying behaviours occur. Our school expectations of 'Respect, Responsible and Aspire' promote positive behavioural expectations and provide the basis for a school environment that is happy and safe for all.

Talia Kean – Classroom Teacher
Kerrie Meehan- Classroom Teacher
Silvia Georgiades – Teacher Librarian
Julie Speth – EAL/D Teacher
Gay Parsons- LaST
Patricia Young – School Counsellor
Danielle Machuca – Deputy Principal
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School contact information

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