Anti-bullying Plan
Lindsay Park Public School

“In a safe and supportive school, the risk from all types of harm is minimized, diversity is valued and all members of the school community feel respected and included and can be confident that they will receive support in the face of any threats to their safety or wellbeing.” – National Safe Schools Framework 2011 MCEEDYA
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.
Lindsay Park Public School Anti-bullying Plan

This is a whole of school plan that 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 is a whole of school plan that has been developed in consultation with the school community. A draft document was developed and posted on the school website and copies were available from the Office. The draft document was advertised in the school newsletter. Members of the school community were invited to view the document and provide written feedback over a four-week period. Stage 3 students were also consulted as well as all members of the school staff on the plan. At the end of the consultation period, the document was again posted on the school’s website prior to its presentation to the school’s Parents and Citizens Association. It is intended that the plan will be implemented from Term 4 2012 and will then be reviewed every three years.

The beliefs of this plan will be continually reinforced through the school’s publications, student teacher dialogue, teaching programs and practices and procedures. Ongoing evaluation will occur throughout the life of the plan.

The Lindsay Park Public School Anti-bullying Policy sits within and is part of the Student Wellbeing Policy; specific Anti-bullying programs lie within the realm of Student Wellbeing Programs. This integrated view ensures that the initiatives as outlined in the policy are not stand alone and disconnected from the other wellbeing initiatives. This school has a commitment to a shared vision, a common language and integrated programs across the whole school community.

The 2011 National Safe Schools Framework details nine key elements to assist schools in planning, implementing and maintaining a safe, supportive and protective learning community that promotes student safety and wellbeing.

- Leadership commitment to a safe school
- A supportive and connected school culture
- Policies and procedures
- Professional learning
• Positive behaviour management
• Engagement, skill development and safe school curriculum
• A focus on student wellbeing and student ownership
• Early intervention and targeted support
• Partnership with families and community

The school is committed to embedding these elements in actions, policies and processes as part of this plan.

Statement of purpose

Lindsay Park Public School at all times aims to foster a welcoming, inclusive environment where all students and staff feel that they belong. Further, the school will always uphold the position that bullying in any way shape or form is unacceptable and that all members of the School Community need to be alert to the signs and evidence of bullying. We also affirm that all members of the school community have a responsibility to report it whether as observer or target.

The Staff of Lindsay Park Public School recognises the fact that bullying can occur within the wider community. Whilst as a school we will focus on the relationships within our institution the strategies and techniques that empower our students to deal with inappropriate social situations will translate beyond the school gate.

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 communication technologies.

Bullying can involve humiliation, domination, intimidation, targetisation 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.

The community of Lindsay Park Public School understands that there are individual and shared responsibilities in preventing and responding to bullying behaviour. 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
• Contribute to the successful implementation of the Anti-bullying Plan by supporting it through words and actions.

Students have a responsibility to:

• Behave appropriately, respecting individual differences and diversity;
• Behave as responsible digital citizens;
• Maintain a positive climate of respectful relationships;
• Play safely;
• Develop an understanding of what is bullying behaviour and the possible consequences of such action;
• Act in a positive way when they observe bullying taking place at school by being an upstander not a bystander;
• Follow the school Anti-bullying Plan including being responsible bystanders and reporting incidents of bullying.

Parents/carers have a responsibility to:

• Support their children to become responsible citizens and to develop responsible behaviour in the use of technology
• Be aware of the school Anti-bullying Plan and assist their children in understanding bullying behaviour and how to respond to it consistent with the plan
• Encourage cooperative behaviour in their children
• Discourage the notion of retaliation of any kind, instead encouraging constructive responses to bullying incidences
• Encourage independence in their child
• Report incidents of school related bullying behaviour to the school and work collaboratively with the school to resolve incidents of bullying.

Teacher has responsibility to:
• Listen and to react in a positive, caring way to the students in our care;
• Contribute to preventing bullying by modelling and promoting appropriate behaviour and respectful relationships;
• Encourage cooperative behaviour through a variety of cooperative learning techniques and strategies;
• Be vigilant in the classroom and playground and to actively respond if a situation arises;
• Implement Department of Education and Communities (DEC) and school Student Wellbeing related policies and programs;
• Embed Anti-bullying messages into each curriculum area;
• Provide learning opportunities where internet safety and being a ‘good digital citizen’ are dealt with;
• Provide learning opportunities for parents on the issues surrounding social relationships and student Wellbeing;
• Provide for the dissemination of information through print and digital means concerning student wellbeing programs and initiatives;
• Support students to develop an understanding of bullying and its impact;
• Respect and support all students in all aspects of their learning.

Lindsay Park Public School has developed and implements a variety of strategies to maintain a positive climate of respectful relationships, including:
• Staff modelling and promoting appropriate behaviour and respectful relationships;
• Continue positive student welfare programs;
• Celebrate the diversity of all students through multicultural and celebration days, such as NAIDOC week and Harmony Day;
• Continue to provide social skill programs that build self-esteem of all students;
• Empower students in the classroom through teaching assertiveness, conflict resolution and anger management skills;
• Foster inclusivity in the school;
• Celebrate the success of all students;
• Teach digital citizenship and the appropriate use of information technology.

Prevention
The school as part of a whole of community response utilises a variety of strategies and programs for the preventing of bullying including:
• Designated staff are identified and promoted as Anti-bullying liaison officers for students;
• An anonymous drop box provides the opportunity for students to provide information that they need to share;
• Provision of surveys and data analysis of bullying events to enable the school to provide ongoing strategic responses to any issue that may arise;

• Teachers modelling and reinforcing practice consistent with the core values;

• Professional development for staff relating to bullying, harassment and the strategies that counter-act them;

• Community awareness and input relating to bullying, its characteristics and the school’s program and responses;

• To provide programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving for all members of the school community;

• Feedback from students and other members of the school community will regularly be sought in order to monitor the school culture.

Early Intervention

Intervention requires the ongoing education of students to develop skills and strategies to allow them to identify, cope with and prevent the bullying occurring. The key to Anti-bullying interventions is to address all parties involved, that is the bully, target and bystander.

For students identified as being at risk of developing long term difficulties with social relationships and/or a history of being bullied or engaging in bullying behaviour, the school is able to implement a range of programs. These can include:

• Social skills lessons including role play and workshops;

• Explicit teaching and reinforcement of positive school expectations;

• Behaviour support for students;

• Access to the School Counsellor, Assistant Principals and Principal as required;

• Classroom management and positive reinforcement programs;

• Referral to external support agencies.

Response

The Lindsay Park School Community considers bullying behaviour to be a behaviour that is not accepted at our school. Bullying can be frightening and physically and emotionally damaging to experience.

The school staff at Lindsay Park Public School actively promotes the development of positive relationships that respect and accept individual difference and diversity amongst the whole school community. All staff members are committed to actively collaborating together to eliminate and resolve incidents of bullying behaviour if and when they occur.

To empower our students to stand up for themselves in non-violent ways through social skills training they will be educated in the importance of bystanders taking a positive role when incidents of bullying occur. An effective measure for the prevention of bullying is a quick response to all instances of unacceptable behaviour. Examples of this in action at Lindsay Park Public School include:

• Encouraging students to report bullying incidents themselves whether to the school’s Anti-bullying liaison officers or other staff members;

• Empowering students who are bystanders to act in such a way to discourage it;

• Ensuring teachers regularly remind students to report incidents;

• Encouraging parents to contact the school, beginning with the classroom teacher, if they become aware of the problem;

• Requiring teachers to notify incidents of bullying to their stage supervisor and a record of the incident is kept;
• Responding in a timely manner to any bullying incident through this plan and the Student Wellbeing Policy and Fair Discipline Code;

There is an acknowledgement that there are degrees of seriousness of incidents of bullying and the school will have a range of responses to cater for this, just as responses will be age appropriate. This said, no aspect of bullying will be tolerated in the classroom, on the playground or in transit to and from school.

No method of addressing bullying has been reported as 100% effective and no one intervention is appropriate in all circumstances of bullying. The classroom teacher, School Executive and/or Learning Support Team will decide on the appropriate combination of interventions for the individual circumstances of bullying behaviour. These may include:

• Communicating all incidences and concerns about bullying to the classroom teacher;

• Ensuring all bullying incidents are detailed by the stage supervisor and recorded;

• Enabling the classroom teacher to negotiate the situation as reported using the Student Wellbeing Policy and Fair Discipline Code and this plan;

• The use of sanctions such as ‘time out’, detention, restricted access to areas of the playground, alternative play activities and suspension;

• The use of ‘significant adults’ to mentor the students concerned. These staff members will have a positive rapport with the students involved and will provide regular contact and support;

• Bystander training – a proactive strategy which trains bystanders to behave in a supportive way to students who are being bullied, to act in an appropriate manner that reduces the incident or severity of a bullying event and to report incidents;

• Mediation – assisting the students involved in incidents of bullying to resolve their differences to create an awareness of the mitigating factors of the situation;

• Intervening and responding proactively if a student persists in displaying inappropriate behaviour;

• Referral to the Learning Support Team and counsellor as appropriate;

• Supporting targets of bullying through supporting their immediate needs and in the long term by empowering them through a supportive, positive program that develops their assertiveness;

• Informing parents where repeated, or more serious occurrences and consequences are taking place.

Serious incidents of assault, threats, intimidation or harassment may be reported to the Police. Such action, if warranted would be undertaken by the Principal or delegate. Parents would be advised immediately of any such action. The Principal will utilise the ‘Keeping Them Safe’ mandatory reporting tool to decide on the appropriate level of reporting to either the Child Well Being Unit or the Department of Family and Community Services.

Supporting Students Affected by Bullying

Students directly involved as a target of, or witness to any bullying behaviour will have the opportunity to discuss what occurred with the teacher dealing with the incident, their class teacher, School Anti-bullying Officer or another member of staff. They will also have the opportunity to anonymously report the event to the school staff through a series of drop boxes in the school.
Dependent upon circumstances Parents/carers will be contacted to provide additional support to students. Other supportive interventions for students include the use of mentor teachers, assertiveness training, participation in mediation, Support Group Approach, Upstander training and/or referral to the counsellor.

The relevant teacher dealing with the incident, as a minimum, will interview students who have engaged in bullying behaviour. Depending on the severity of the incident a referral may be made to a member of the School Executive team. In such cases, it is anticipated that contact will be initiated with the students' parents/carers. The teacher concerned will record that the matter occurred and the School Executive will review this.

Students who engage in bullying behaviour repeatedly will be referred to the Learning Support Team or School Executive for further intervention and/or sanction.

Within the bounds of privacy legislation the Parents/Carers can expect ongoing contact whilst a bullying incident is being managed.

**Analysis of Patterns of Bullying Behaviour**

The school has strategies in place for identifying patterns of bullying behaviours including:

- The analysis of incident reports and other data;
- Identification of patterns of behaviour through discussions at Staff Meetings, Executive Meetings and Learning Support Team Meetings;
- Incidental reports from the student and parent body.
- The use of data gathering techniques such as questionnaires and focus group discussions.

The School Executive will respond to patterns of bullying behaviour using an appropriate combination of interventions in collaboration with parents/carers, Staff, the Learning Support Team and/or School Counsellor.

The Department of Education and Communities provides a policy and guidelines for handling complaints, the Complaints Handling Policy. While most complaints should be resolved informally with the relevant staff member, student or community member there does exist formal procedures for the handling of complaints. As outlined in the policy, depending on the nature and seriousness of the complaint will depend on the course of action by the Principal. Further information on the Department’s complaint handling procedures is available from the Principal or the Regional Office of the Illawarra South East Region.

**Promotion and Evaluation of the Anti-bullying Plan**

This plan will be promoted and publicised through the school newsletter, at P&C Meetings, school assemblies and parent meetings. It will be posted on the school’s website.

The school community will be informed via the School’s Annual School Report as to the general effectiveness of this policy. This information will also be provided to the members of the Parents and Citizens Association.

The school’s Anti-bullying Plan will be reviewed at the end of three years through a consultation process with its community. In the intervening years the policy will be amended to adjust to any change in circumstance or shift in policy or practise. The school community will be consulted and advised of any changes to the policy at that time.
Additional Information

Police Assistance Line – 131444

If you are a target of a crime, other life threatening or time critical emergency situations, you should contact the Police Assistance Line.

Child Wellbeing Unit, Student Welfare Directorate – 9266 8261

Kids Helpline – 1800 55 1800

If you need to speak to a counsellor 24 hours a day 7 days a week http://www.kidshelp.com.au

Bullying. No Way!

Website developed in collaboration with other government and non-government authorities. It showcases strategies that have been proven to have a positive impact in reducing bullying in schools.
http://www.bullyingnoway.com.au

Cybersmart

A website developed by the Australian Government that deals with a range of web related issues including cyber bullying and being safe on the internet. Has advice and activities for all members of the family.
http://www.cybersmart.gov.au

Dr. Ken Rigby

Dr. Ken Rigby has over the last twenty years become a leading authority on bullying and peer targetisation with more than 100 refereed papers and other publications. His book "Bullying in schools and what to do about it" has been published in Australia, the UK and North America and is regarded as a standard text. His web site is informative and provides a number of strategies and initiatives in which schools and parents can become involved in.
http://www.kenrigby.net

Principal's comment

Lindsay Park Public School is committed to ensuring that a harmonious environment exists at the school where all members of the school community are valued. The school is working to ensure that all of our students are equipped with the life skills and the sense of moral purpose and justice to be positive, proactive students.

Team Members that assisted in the development of this plan:

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