

Kellyville Public School

A tradition of excellence and opportunity



Bullying of Students – Prevention and Response Policy

RATIONALE:

At Kellyville Public School every student is known, valued and cared for. Kellyville Public School rejects all forms of bullying behaviour including online (or Cyber) bullying. We are committed to providing a safe, inclusive and respectful learning community that promotes wellbeing. The Department of Education's **Behaviour Code for Students** requires students to be inclusive and respect other students, their teachers, school staff and community members and to not bully, harass, intimidate or discriminate against anyone in our school. Preventing and responding to bullying is the shared responsibility of all school staff, parents and carers, volunteers, contracted staff employed by schools and students.

At Kellyville Public School we encourage and reinforce positive student behaviour and wellbeing through the use of our Positive Behaviour for Learning (PBL) system. "Bullying is a whole community issue which requires a whole of community response. Effective schools have high levels of parental and community involvement, which is strongly related to positive student behaviour. Families and communities collaborate as partners with the school to support student learning, safety and wellbeing".

DEFINITION:

Bullying behaviour has three key features. It involves the intentional misuse of power in a relationship. It is ongoing and repeated and it involves behaviours that can cause harm.

The definition below is to be used during class activities:-

Bullying is when someone **repeatedly** makes you feel uncomfortable or unhappy **on purpose**. This may be done physically, verbally, socially or psychologically. Bullying can be illegal if it involves behaviours that include physical violence, threats of violence, damaging property or stalking.

Bullying is not a single incident or disagreement between peers. However, these behaviours may lead to bullying and should be resolved. Bullying includes but is not limited to:

Physical

- Repeated hitting, punching, kicking, scratching, tripping, spitting

Verbal

- Repeated name calling
- Repeated threats
- Repeated putdowns, ridicule
- Repeated teasing, insults

Social / Emotional

- Repeated ignoring
- Repeated excluding
- Repeated ostracising
- Repeated alienating
- Repeated inappropriate gestures

Psychological

- Repeated discrimination based on gender, disability, race, religion, sexuality or physical appearance
- Repeated spreading of damaging rumours
- Repeated dirty looks
- Repeated hiding or damaging possessions
- Repeated malicious cyber bullying.

PURPOSE:

Expectations at Kellyville Public School

All school community members have a right to feel safe and happy in our school.

All school community members have a right to be treated with respect.

All students have a right to learn and teachers have a right to teach.

Everyone at Kellyville Public School is responsible for eliminating all forms of bullying.

Responsibilities of Staff

Model appropriate behaviour at all times.

Respect and support students in all aspects of their learning

Positive relationships with students encourage students to seek help for bullying.

Teach students to identify, report and respond to bullying at school and online.

Respond in an appropriate and timely manner to incidents of bullying according to the

KPS Bullying of Students-Prevention and Response Policy and the KPS Anti –bullying Plan.

Refer incidents of bullying to a member of the school executive.

Responsibilities of Students

Behave appropriately at all times.

Respect individual differences and diversity.

Follow the **Bullying of Students – Prevention and Response Policy.**

Report all incidents of bullying at school to a teacher and/ or parents.

Responsibilities of Parents

Model appropriate behaviour at all times.

Support children in all aspects of their learning.

Talk to your children about appropriate social behaviours both in person and online.

Assist children to understand that bullying behaviour is repetitive.

Listen to and support children to report incidents of bullying consistent with Kellyville Public School's

Bullying of Students-Prevention and Response Policy and the KPS Anti-bullying Plan.

Student Management of Bullying.

What to do if you are being bullied:

THREE STEP ACTION PLAN

1. Look directly at the person attempting to bully you.
2. Speak in a firm, clear voice and say loudly, "Stop that, I don't like it".
3. Report the bullying to a teacher and/ or parent.

What to do if I hear or see bullying:

1. Refuse to be involved in the bullying
2. Speak up against bullying behaviour and/or go and get help.
3. Tell a teacher or parent if you see or know of someone being bullied.

TEACHERS WILL

1. Embed Values Education into their daily practice.
2. Attend Professional Development for Prevention of Bullying.
3. Teach the Three Step Action Plan to students.
- 4 Act upon reported bullying incidents promptly and seriously.
5. Follow the School Discipline Policy for students who repeatedly engage in bullying behaviour.

CONSEQUENCES

When a bullying incident is reported or observed, the school will:

1. Have discussions with the students involved.
2. Report to parents of major bullying incidences.
3. Take appropriate action e.g. detention, time-out in the classroom.
4. Possible suspension.

PARENTS WILL

1. Be informed about reports of bullying.
2. Come to the school for an appointment.

3. Work cooperatively and in partnership with the school to find a solution.

Effective anti-bullying interventions involve:

- a holistic whole school approach
- the inclusion of educational content supporting students to develop social and emotional competencies and learn appropriate ways to respond to bullying behaviours.
- providing support and professional development to teachers and other school staff on how best to maintain a positive school climate.
- ensuring a systematic program implementation and evaluation.

THE SCHOOL WILL:

1. keep records and monitor bullying incidents.
2. inform parents of any child who is involved in persistent and/ or serious bullying incidents.
3. protect and support victims of bullying to eliminate the likelihood of them being bullied again.
4. work with parents of the victim to give their child strategies to avoid being bullied.
5. work with the parents of the bullying child to establish joint strategies to assist the child in making appropriate behavioural choices.
6. assist the child who is choosing to bully someone to change his/her behaviour.
7. require the child who is choosing to bully someone to take part in individual counselling with the principal, deputy principal, assistant principal or school counsellor should further transgressions occur.
8. remove any child who continues to bully others from the playground and or school for a required period of time should there be no change in his/her behaviour.
9. utilise programs such as: buddy and peer support programs, mentoring, sorting out and conflict resolution programs.
10. use Positive Behaviour for Learning (PBL) systems to encourage positive student behaviour and recognise student achievement and wellbeing. Bullying is less likely to occur in a positive inclusive environment where the whole school community feels included, connected, safe and respected.
11. encourage Student Voice in decision making. Students are less likely to engage in bullying behaviour when they feel valued and are active participants in their own learning and wellbeing.

MONITORING AND EVALUATION:

Kellyville Public School uses Sentral to monitor student behaviour. This program is used to analyse the extent of bullying within the school and the effectiveness of the Anti-Bullying Plan. This Plan will be evaluated every second year to ensure that it continues to reflect current teaching and learning practices. The review will take into consideration, the analysis of collected relevant data on the nature and extent of bullying within the school. This will reflect the effectiveness of the policy, and any revisions will be monitored and evaluated.

REFERENCES:

DoE Bullying of Students-Prevention and Response Policy 2019
Anti-bullying Plan For Schools (2019)
Student Discipline in Government Schools Policy
NSW anti-bullying website (<https://antibullying.nsw.gov.au>)
Suspension and Expulsion of School Students- Procedures (updated 2015)

APPENDICES :

DoE Behaviour Code for students
NSW Department of Education Anti-bullying Plan 2019
CESE Document - Anti-bullying interventions in schools – what works?