

Anti-bullying Plan

Caddies Creek Public School 2018





Bullying:

Preventing and Responding to Student Bullying in Schools Policy (2018)

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.

Anti-Bullying Plan

Our School Anti-Bullying Plan

This plan outlines the processes for dealing with 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.

The Caddies Creek community has been involved in the development of this plan. The school values this input and will engage the community further through the implementation of this plan.

Statement of purpose

Caddies Creek Public School has a belief that everybody should feel valued and safe, where individual differences are appreciated, understood and accepted. Every student has a right to enjoy his or her time at school. Our school's Anti-Bullying Plan is based on these principles.

Protection

The school understands that bullying can come in many forms, including cyberbullying. Regardless of what form it takes, bullying can have a detrimental impact on the wellbeing of students. It is important that the school and its community have a clear understanding as to what constitutes bullying, as different to students experiencing conflict, social difficulties or simply not getting on.

The commitment to reducing incidents of bullying is a responsibility shared by the entire school community. The positive relationship Caddies Creek has with its parent community and staff is vital in ensuring the safety and happiness of its students.

School Anti-bullying Plan – NSW Department of Education and Communities

Prevention

Caddies Creek Public School has a number of strategies and programs to take all reasonable steps to prevent bullying. Throughout the year, as part of the PD/H/PE program, students complete activities from the Bounce Back Program, which is designed to build resilience and develop in students strategies to identify and respond appropriately to bullying-type behaviours. Later in the year students K-6 participate in Peer Support, which is a program designed to strengthen relationships with students across the school. Part of this program involves students discussing bullying, what it is and how to deal with it.

Caddies Creek's Conduct Code is predominantly about promoting positive behaviour within the school and valuing each student, but also equipping students with the skills to identify when they feel unsafe or threatened and then acting appropriately. These messages are conveyed through school assemblies and classrooms throughout the year.

Our Police Youth Liaison Officer annually comes to the school and speaks with Stage 2 and 3 students about cyberbullying and what appropriate actions to take. In 2018 a parent session will also be conducted.

Caddies Creek is a registered school in the Bullying-No Way! campaign where teachers and students have access to resources to prevent bullying.

Caddies Creek has close links with Glenwood High School and together we provide additional support for Year Six students who are identified as being at risk of difficulties with social relationships in their transition to Year Seven.

Early Intervention

As well as receiving our school's Conduct Code, in Term One of each school year parents are invited to the school to a grade information session which involves many topics but includes Student Well-Being. Kindergarten teachers have interviews with parents prior to commencement and wellbeing is a major focus. Parents and students are advised to speak to the classroom teacher in the first instance if they have experienced any bullying behaviour.

If a student is identified as being at risk of developing long term difficulties with social relationships, or have been identified as having previously experienced bullying or engaged in bullying behaviour, that child may be referred to the school's Learning and Support Team (LST). The Deputy Principal in charge of Student wellbeing heads this team. A range of strategies, from behavioural/cognitive assessment, individual behaviour plans or referral to outside agencies may be recommended.

Response

Students, including bystanders, are encouraged to report any inappropriate behaviour including bullying immediately to the teacher on duty or classroom teacher. The teacher will then deal with the behaviour under the guidelines of the Conduct Code. If it is deemed bullying-type behaviour, a member of the School Executive will be informed. Parents will be contacted if there is a repetition of such behaviour.

Sometimes it may be appropriate to moderate with both the child being bullied and the child doing the bullying, but this will only be done with parental permission.

Parents are encouraged to report any incidences of bullying that their child has been involved in or has witnessed to the school. This will be followed up by a member of the School Executive who will speak with all students involved and provide the parent with timely feedback.

Students who have been involved in multiple bullying incidents will be referred to the LST. Other interventions, depending on each individual case, may also involve 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 which far exceed the school's Code of Conduct guidelines 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 www.schools.nsw.edu.au

The Anti-Bullying Plan – NSW Department of Education and Communities

This Anti-Bullying Plan will be regularly monitored and reviewed every three years, gaining feedback from staff, students and the community.

Additional Information

The Police Youth Liaison Officer is John Bollard who can be contacted at Riverstone Police Station on 9838 2199. The Police Assistance Line is 131 444.

The Kids Helpline is 1800 55 1800.

Principal's comment

This Anti-Bullying Plan follows very closely the guidelines determined by the Department of Education. It is one part of Caddies Creek's overall student wellbeing policy which has an overriding philosophy of promoting, engaging and rewarding positive interpersonal relationships.

This plan was developed by:

David Beggs, Principal

Narelle Sarkozi, Deputy Principal

Allan Ison, Deputy Principal

Jacqui Hoad, P&C President

School contact information

Caddies Creek Public School

Currawong St and Glenwood Park Drive

Glenwood, NSW 2768

Ph: 8814 5916

Fax: 8814 5918

Email: caddiescrk-p.school@det.nsw.edu.au

Website: <http://www.caddiescrk-p.schools.nsw.edu.au>