



Anti-bullying Plan 2023





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.

Woonona East Public School Anti-Bullying Plan

This plan outlines the processes for preventing and responding to student bullying in our school. It is based upon the concepts and themes of the Wellbeing Framework for Schools (2015) and reflects the [Bullying: Preventing and Responding to Student Bullying in Schools of the Department of Education Policy](#) (2011). It also reflects the Student Behaviour Code Of Conduct (2023).

The Woonona East Public School Anti-Bullying Plan incorporates practices and procedures in response to school wide processes and community consultation through surveys and interviews. Woonona East Public School will continue to engage the school community in planning, implementing, evaluating and reviewing our Anti-Bullying Plan.

STATEMENT OF PURPOSE

Woonona East Public School is a safe and inclusive environment which fosters respect and kindness for others. We do not tolerate bullying in any form. We foster safe, kind, positive relationships through our Wellbeing and Positive Behaviour for Learning framework and programs.

Any inappropriate behaviour that gets in the way of teaching and learning or interferes with the wellbeing of students and staff will not be accepted.

PROTECTION:

Bullying is an action of repeatedly hurting, intimidating, harassing, excluding, embarrassing or upsetting another person either verbally, physically or psychologically.

Bullying can be direct or indirect.

WOONONA EAST PUBLIC SCHOOL: ANTI-BULLYING PLAN

Bullying is not:

- A situation of mutual conflict
- Single episode of nastiness
- Random acts of aggression
- Children not getting along well

Types of Bullying:

Bullying can take on many forms. At Woonona East Public School we believe the following behaviours and actions may constitute bullying.

Verbal

- Swearing with intent
- Name calling
- Inappropriate sarcasm or joke telling at someone else's expense
- Insulting others, their families, parents or reputations
- Personal put downs about appearing, work or intelligence
- Peer or group pressure
- Threatening taunts
- Racial or religious slurs
- Gender slurs
- Slurs against people with special needs
- Mimicking to deliberately humiliate
- Spreading rumours or gossiping

Physical

- Pinching, punching, biting, kicking, tripping
- Pushing, spitting, wrestling, squeezing
- Inappropriate sexual touching
- Invading personal space with intent

- Making rude gestures
- Using physical size
- Locking people in toilets or other places
- Throwing objects at someone
- Hiding, taking or damaging something that belongs to someone else
- Forcing others to hand over food, money or other's belongings
- Coercing or threatening someone to do something they don't want to do
- Sexual harassment

Social

- Ignoring, excluding, ostracising, alienating
- Harassing or intimidating notes, letters or graffiti
- Intimidation: playing deliberate/mean tricks, defacing, hiding or taking possessions, threatening looks or gestures, sneering, facial expressions at others.

Cyber

- Malicious SMS, email messages or phone calls.
- Inappropriate use of phone cameras
- Sending, posting or sharing negative, harmful or mean content about someone else.
- Inappropriate use of images or messages on social media platforms.

RESPONSIBILITIES

School Responsibilities

- Acknowledge our responsibility to protect others from bullies.
- Ensure students are not inappropriately labelled a bully.
- Openly and explicitly discuss bullying – what it is, how it affects us and what we can do about it as a school, class and individual.
- Explicitly teach anti-bullying strategies and provide opportunities to practise these skills.
- Employ the procedures outlined in the Student Wellbeing Policy to address classroom and playground incidents when dealing with persistent bullying behaviour.

Staff Responsibilities

- Promote and model a culture of reporting bullying incidents as an important means of preventing bullying behaviours
- Treat all students with respect
- Model and foster appropriate behaviours
- Educate students about the differences between bullying/non bullying behaviours.
- Report, monitor and track incidents to determine bullying patterns: All staff are responsible for dealing with and recording bullying incidents that occur in the playground and classroom into the School Bytes/Wellbeing.
- Respond to incidents and implement consequences in a timely manner and in line with the Student Wellbeing Policy.
- Communicate bullying incidents to parents/caregivers
- Participate in professional development in effective anti-bullying strategies
- Provide curriculum and pedagogy through the Positive Behaviour For Learning (PBL) and Wellbeing framework with a fortnightly focus that support children to develop an understanding of expected

and unexpected behaviours and the impact on their and others' wellbeing

- Teach mandatory child protection lessons throughout the year
- Discuss school expectations and values regularly in classrooms and school assemblies
- Educate the people exhibiting behaviour identified as bullying and teach them more socially accepted behaviour options.
- Be aware of the signs of bullying

Student Responsibilities

- Comply with our school values of respect, responsibility and resilience
- Be safe, fair and kind.
- Be proud of individual differences and diversity at all times
- Discuss negative behaviour incidents and keep it in perspective
- Demonstrate positive bystander behaviour
- Report incident of bullying of themselves or others to a trusted adult
- Participates in anti-bullying programs in the classroom and use learnt strategies to deal with bullying incidents
- Behave as a responsible digital citizen

Parent / Caregiver Responsibilities

- Support their child/ren to follow WEPS rules and values.
- Read and discuss anti-bullying steps with your child/ren and adopt learnt strategies if dealing with any negative incident.
- Discuss incidents with your child/ren and keep it in perspective.
- Encourage positive friendships
- Be aware of and support the WEPS Anti-Bullying Plan
- Support their child/ren to become responsible online users
- Encourage their child/ren to adopt learnt strategies when dealing with bullying incidents.

- Inform the school if any bullying is suspected
- Work collaboratively with the school to resolve incidents of bullying if they occur

PREVENTION

Reporting Bullying: NO GO TELL

Incidents of bullying should be reported to a staff member by children and/or their parents. All cases reported will be investigated. We cannot solve a problem if we are not aware of the problem. Students are encouraged to tell a teacher first if unkind behaviour is occurring.

Preventative Strategies

- Positive Behaviour for Learning lessons and pedagogy
- Zones Of Regulation curriculum
- Active and effective classroom and playground supervision
- Lunch time PODS
- Drop In Club
- Reset and Recharge room (mentoring/coaching students)
- Bullying: No Way
- National Action Against Bullying and Violence campaign
- Racism No Way
- Better Buddies Program
- Student Representative Council / Student Leadership
- Hallogen Leadership Program
- Explore, Discover and Act Resilience Program
- Child Protection K-6
- Cyber Safety Education
- Harmony Day
- NAIDOC and Reconciliation Week

Signs that your child may be bullying others

- Positive views towards violence
- Often aggressive towards parents, teachers and other adults
- A need to control and dominate others and situations
- May be physically stronger than their peers
- Want to win at all costs, tend to be more dramatic than their friends
- Hot tempered, impulsive and easily frustrates
- Often tests limits, boundaries and breaks rules
- Good at talking their way out of difficult and tense situations
- Show little sympathy towards others who are bullied

RESPONSE

Students

If experiencing unkind treatment at school:

1. Use taught strategies

- No / Stop...Go....Tell
- Stay in sight of friends, peers and adults
- Look at the person and express your feelings in a strong way e.g. "I want you to stop" or "Please don't do that, I don't like it"
- Try to stay calm
- Walk away as calmly as you can without looking back
- Go to a safe place e.g. with other children; near a teacher
- Tell the playground or classroom teacher

2. Tell someone else: a parent or older person

DO NOT BE ASHAMED TO SPEAK UP. IT IS OK TO REPORT IT.

Parent / Caregiver

- Report incidents of bullying to classroom teachers, Wellbeing Coordinator (Karen Bate) or Wellbeing AP (Alicia Byrne)
- Are encouraged to discuss any concerns with their child using proactive and restorative practices at home
- Principal, Wellbeing team or class teacher communicates with parents about actions taken after resolution of incidents of concern

Staff

When a bullying incident is notified, observed and found to have occurred, we will use the following procedures:

- All students have the right to be heard and listened to
- Teachers and their stage supervisors will organise meetings with parents/ caregivers if they're concerned about bullying amongst students
- Issues are resolved in a calm manner with as much time as necessary given to hearing what each student feels and assisting all students to feel more able to cope
- Follow the WEPS Behaviour/Wellbeing procedures, including restorative sessions and success cards.
- Incidents are recorded in School Bytes
- Principal, Executive Staff and/or Wellbeing Coordinator work with parents and individuals to identify bullying behaviours where necessary.
- If incidents continue, Wellbeing and/or Learning and Support Team, including the School Counsellor to develop and implement individual programs as required.
- Principal and Assistant Principals deal with major bullying incidents and may need to implement the DoE Student Behaviour Procedures K-12 (2023).

Procedures for dealing with cyber-bullying

- If students are the victim of bullying using technology including cyber bullying or stalking, students are to report the matter immediately to their parents, teacher or the principal.
- The principal can take action to block or shutdown any website containing offensive material directed to a particular staff member or student by contacting the site host and by contacting IT Help services on 1800 338 483. (see Legal bulletin No 42)
- If emails, telephones, social media or text messaging are used to make threats, menace, intimidate or harass, the Principal can contact the School Safety and Response Hotline 1300 363 778 and the Police

Additional Information

Serious incidents involving assault, threat, intimidation or harassment:

- May have disciplinary action taken
- May be reported to the School Safety and Response Unit by the Principal or Assistant Principal Wellbeing.
- May be reported to the police by the Principal or Assistant Principal Wellbeing.

Useful Sites and Resources

- [Student Wellbeing Department Of Education](#)
- [NSW DET Anti-Bullying](#)
- [Bullying No Way!](#)
- [eSafety Commissioner](#)
- [Racism No Way!](#)
- [Kids Helpline](#)

- School Safety and Security Unit Hotline 1300 88 00 21
- Kids Helpline 1800 55 1800
- Child Well-being Unit 9269 9400
- Family and Community Services Helpline 132 111
- Police Liaison 4226 7899

Woonona East Anti Bullying Plan Collaborators

- Karen Bate- Wellbeing Coordinator
- Alicia Byrne – Wellbeing Assistant Principal
- Emily Corcoran - Principal

Principal's Comment

This plan has been developed with consideration to the school and its context. Woonona East PS is serious about eliminating bullying for the safety, happiness and well-being of all students and staff at our school.

We commit to reinforcing WEPS values and this policy in all aspects of school life. This policy will be available on our school website for public access and we will communicate school expectations clearly with the community.

This policy will be reviewed every 3 years.

Emily Corcoran

Principal

