Anti-Bullying Policy

Policy Statement

Warnervale Public School is an inclusive environment, where diversity and individual differences are respected.

We provide a quality education where student welfare is paramount, so students can learn in a secure, safe and cooperative environment. Bullying is taken seriously and is not acceptable in any form, whether it be physical, verbal, social or psychological.

The well-being, safety and health of our students informs our school policies, programs and practices so students can expect that their school day will be free from bullying, harassment and intimidation. We recognise that bullying has negative short and long term effects on students and their peers.

At Warnervale Public School partnerships with parents, caregivers, students and the wider community are valued and all are encouraged to work together to address bullying at school, in the home and community.

We will continually monitor anti-bullying programs and plans to ensure their effectiveness.

What is bullying behaviour?

Bullying, harassment, discrimination and violence are all harmful behaviours that deprive individuals and groups of their rights, jeopardise physical and emotional safety and undermine the wellbeing of our students and school community.

Bullying and harassment

- may be physical (hitting, kicking, pinching, tripping, spitting, scratching)
- verbal (name-calling, teasing, insults, threats, putdowns, sarcasm)
- psychological (standover tactics, gestures, dirty looks, hiding possessions, malicious email messages, inappropriate use of camera phones)
- social (social exclusion, rumours, putdowns, making inappropriate gestures)

Discrimination is treating one person or group less fairly or less well than others. Discrimination may be direct or indirect and based on factors such as ability, culture, ethnicity, gender, sexuality, sexual orientation, physical appearance, age, religion, marital status, parenting status or economic status.

Violence is the damaging and destructive use of force. Violence is often used to assert power over individuals and is characterised by such things as hitting, kicking, pinching, tripping, spitting, scratching.

These are all unacceptable behaviours and will be managed according to this policy and all other related school and Department of Education and Training policies and procedures.
Statement of Purpose

Inappropriate behaviours that affect the delivery of quality teaching and learning and interfere with the well-being of students are not accepted at Warnervale Public School. All members of this school community have a responsibility to maintain a safe and happy environment, free from all forms of bullying, harassment and discrimination, and so are included in the ongoing development and monitoring of the school Anti Bullying Policy. This policy aligns with the guidelines and vision of the National Safe Schools Framework.

All members of the school community have a responsibility to implement the Anti Bullying Policy by reporting bullying behaviour, promoting positive relationships within the school community and by supporting students and resolving incidents when bullying occurs, according to the procedures outlined in this policy and their role in the school community.

Students will:
- know that their concerns will be responded to by school staff
- be provided with appropriate support
- engage in learning experiences that address understanding and skills relating to the development of positive relationships, safety, gender equity, discrimination, bullying and harassment.
- behave appropriately, respecting individual differences and diversity
- follow the school Anti Bullying Policy
- report incidents of bullying and harassment to their teacher

Parents and Caregivers have a responsibility to:
- support their children in all aspects of their learning
- be aware of the school Anti Bullying Policy and assist their children in the understanding of bullying behaviour
- support their children in developing positive responses to incidents of bullying consistent with the school Anti Bullying Policy
- support all students of the school to deal effectively with bullying through the strategies of the anti bullying policy

Teachers will:
- respect and support students in all aspects of their learning
- model appropriate behaviour
- respond in an appropriate and timely manner to incidents of bullying according to the school Anti Bullying Policy

The School Executive will:
- inform the school community about the Anti Bullying Policy
- oversee the development of teaching programs that provide students with strategies to respond appropriately to incidents of bullying behaviour, including the responsibilities of bystanders and observers
- provide parents, caregivers and students with information on strategies that promote appropriate behaviour and the consequences for inappropriate behaviour and their role in resolving incidents of bullying
- follow up complaints of bullying, harassment and intimidation

How will we manage bullying?

Strategies to prevent bullying

✓ All teachers, students, parents and carers will be informed of the appropriate expected behaviours according to the Anti Bullying Policy.
✓ School and classroom rules will define expected and appropriate behaviours for students in the playground, classroom and while travelling to and from school.

✓ Staff will explicitly teach skills around the Respect, Responsibility and Excellence core values.

✓ The curriculum will support the Anti Bullying Policy with quality teaching and learning activities designed to raise awareness of appropriate and protective behaviours and in accordance with the syllabus documents.

✓ Programs will be implemented and maintained to support students while at school eg Buddy Programs, playground activities, Environmental and other interest programs, SRC activities etc.

✓ Parents will be informed via school newsletters, assemblies, P&C of initiatives and developments.

✓ Teachers will have access to professional development in anti bullying strategies.

**Strategies to deal with bullying**

✓ Incidents of bullying, harassment and intimidation must be reported and teachers and / or school executive will respond in a timely manner to all reports. Verbal or written reports are acceptable.

✓ The School Discipline Policy will be implemented (including Procedures for Suspension and Expulsion) in accordance with principles of procedural fairness, to manage incidents of bullying, intimidation and harassment.

✓ Programs will be implemented to respond to individual circumstances, eg Peer Mediation.

✓ Access to the school counselling service is available for all parties involved (staff may also access EAPS).

✓ Ongoing monitoring and follow up support for students who are learning new social skills to replace their bullying behaviours.

✓ Information provided to parents and caregivers about appeal and complaints procedures.

✓ The Learning Support Team will provide ongoing monitoring for students as required.

✓ The school will access additional resources eg regional support personnel, to assist with parent, teacher and student programs and initiatives as required.

**Monitoring and Evaluation**

Incidences of bullying will be recorded utilising existing systems eg Sentral, suspension records, Learning Support Team. These will be regularly monitored and analysed and action taken as required.

Targets to improve student welfare by reducing bullying will be developed in the annual School Management Policy in consultation with the school community.

Surveys will be undertaken to assess and analyse students level of satisfaction.

Parents and caregivers will be informed via the school newsletter, P&C of Anti Bullying programs and the results of initiatives.