

WOODLAND ROAD PUBLIC SCHOOL

ANTI-BULLYING PLAN

(Revised 2009)

Statement of Purpose

Students attend school to participate in quality education that will help them become self-directed, lifelong learners who can create a positive future for themselves and the wider community. Any inappropriate behaviour that gets in the way of teaching and learning at Woodland Road PS and interferes with the wellbeing of students will not be accepted. To ensure the school goals of social justice and continuous student learning are achieved all staff need to adopt an active role in the implementation of this plan.

Program aims:

- To eliminate bullying of any person at our school by developing a safe and happy school environment which promotes respect, tolerance and acceptance of differences in others.
- To recognise that bullying occurs and needs to be dealt with swiftly and with due thought to procedural fairness.
- To support all children in adopting positive behaviour changes. Acknowledge that all school community members have a responsibility to contribute to the development of a happy, safe school based on the principle that

NOBODY WANTS BULLYING.

Definition of bullying behaviour

Bullying occurs when a person or group is intimidated, frightened, excluded, hurt or made to feel uncomfortable by a repeated pattern of behaviours directed at them by others. These patterns of behaviours happen over a period of time, they are intentional, selective and uninvited.

Bullying may be:

Verbal: - putdowns, teasing, abuse, sarcasm, insults, name calling and threats.

Physical: - shoving, pushing, pinching, poking, kicking, punching, scratching, and spitting.

Social: - exclusion and manipulation of others during games, groups and activities in the classroom and playground through peer pressure and gangs, ignoring and ostracising others.

Psychological:- intimidation through harassment, stalking, spreading rumours, dirty looks, hiding or damaging possessions, malicious SMS and email messages and inappropriate use of camera mobile phones.

Cyber-bullying can be defined as an intentional aggressive act carried out by a group or individual using electronic forms of contact, repeatedly and over time against another individual.

Bullying behaviour is not:

- Children not getting along well
- A situation of mutual conflict
- Single episodes of nastiness or random acts of aggression or intimidation

Responsibilities of students, teachers, parents, caregivers and members of the wider community

- Teachers are expected to encourage cooperative behaviour through cooperative learning techniques; be vigilant and proactive on playground duty; respond to all students' concerns and complaints; assist with the identification of students who are using bullying behaviour; be positive role models for all students; and be aware of the DET discrimination policies.
- Students are expected to behave appropriately, respecting individual differences and diversity; report all bullying incidents; cooperate with other students and staff.
- Parents are asked to discuss the policy with their child/children; encourage cooperative behaviour in their child/children; discourage retaliation of any kind; encourage independence in their child/children; and report any incidents of harassment through the correct channels. Parents are asked to not self manage issues regarding bullying on the school grounds and allow the teaching staff to handle issues to ensure procedural fairness.

Parents expect:

- that students will be safe at school, free from the fear of bullying, harassment and intimidation
- to be involved in the collaborative development of the school Anti-bullying Plan
- to know what is expected of them and others in relation to the Anti-bullying Plan
- that all students will be provided with appropriate support when bullying occurs
- that they will be kept informed and involved in issues that involve bullying
- that appropriate strategies as outlined in the Students Welfare Policy will be used to solve issues
- that procedural fairness will underpin any decisions made

Staff expect:

- to be treated with dignity and respect and in return will treat parents, colleagues and students in the same manner
- parent and executive support when dealing with bullying type behaviour
- that they will be listened to and supported and that procedural fairness will be the basis for dealing with an issue
- students and parents to understand that rights need to be balanced with responsibilities

Students expect:

- that their concerns will be responded to by school staff and will be listened to if they are experiencing difficulties
- to take part in learning experiences that address key understandings and skills relating to positive relationships, safety, gender equity, discrimination, bullying and harassment
- to be provided with appropriate support

Procedures for preventing and dealing with bullying

Whole school strategies

- Surveys with staff and students identifying issues related to bullying, including the mapping of the school for safe and unsafe areas.
- Anti-bullying plan is available to all parents.
- Principal and Executive Staff have an open door policy. Parents, staff and students know they will be given time if there is a problem.
- Co-operative learning strategies are used K-6.
- Students requiring intervention and support are identified by the Behaviour Team.
- Regular discussion of bullying behaviours occurs within the school e.g. Classroom, stage meetings and assemblies.
- Information on bullying is provided to parents via the newsletter.
- Students develop their own bully-free environment, e.g. creating large posters containing anti-bullying messages and displaying these in the playground.

Classroom strategies

- Teachers are responsible for ensuring students are provided with planned and incidental experiences to develop an awareness of bullying behaviours. As part of child protection and personal development activities, teachers will provide students with the skills necessary to respond immediately and appropriately.
- Class rules are negotiated every year with teachers and students – based on the Student Welfare Policy.
- All classes display a poster of anti-bullying strategies in their classroom.
- Teachers encourage students to be open about bullying and communicate their concerns. A 'communication box' is kept in classrooms so students can report any incidents of bullying or seek advice from the teacher. Teachers are to refer students who are bullying to the Behaviour Team. Teachers are to refer students who are continual recipients of bullying to the Learning and Support Team.

Procedures to deal with bullying behaviour

- All bullying is taken seriously and dealt with.
- Parents are requested to let teachers know if they become aware that their child is being bullied.
- It is continually stressed that students need to speak up about bullying and not suffer in silence.
- The class teacher is expected to deal with smaller issues and refer major issues to their Team Leader and the Behaviour Team. If necessary the Executive teacher will contact parents to discuss mediation, counselling and planned intervention.
- School Education Area support staff is involved with social programs and support, if required.
- Repeated incidents of bullying are managed as per the Student Welfare Policy.

Evaluation

The school Anti-bullying plan will be monitored throughout the year and will be evaluated annually, according to the stated aims. Appropriate data (surveys, suspensions rates and reports of bullying) will be collected and analysed. This will provide valuable information on the nature and extent of bullying at Woodland Road PS.