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.

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.
Our School Anti-Bullying Plan Annual Report

Our school anti-bullying plan outlines the processes for preventing 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 and Communities.

Our Anti-bullying plan can be viewed on our school web site at: www.kempseysth-p.schools.nsw.edu.au

To comply with the Bullying: Preventing and Responding to Student Bullying in Schools Policy schools are required to report annually to their school community on the effectiveness of their anti-bullying plan.

Statement of purpose

Preventing and responding to bullying behaviour in learning and working environments is the shared responsibility of all KSPS staff, students, parents and caregivers. It is our expectation that all members of the school community contribute to preventing bullying by modelling appropriate behaviour and respectful relationships.

Protection

Our teachers routinely focus on positive social interaction and explicitly teach the development of appropriate social skills. Specific lessons focus on the various aspects of bullying including what to do if someone is bullying you. Data collected in the RISC database of student contacts is used to evaluate student behaviours in relation to bullying activities. This has proven to be very beneficial in the past and will continue to be used in the future.

Prevention

All staff participated in Student Welfare meetings where discussions were held around recognising different types of bullying, appropriate ways of responding to bullies and most importantly letting an adult know when bullying occurs. Our staff, including the school counsellor, observed that the incidence of bullying had been reduced.

Evaluation occurred through observation, discussion and analysis of RISC data. This will continue to be the process throughout the next year.

Early Intervention

Anti-bullying signage is displayed at strategic points throughout the school depicting the anti-bullying message.

As an integral part of our anti-bullying policy parents are encouraged to assist us in preventing bullying by reinforcing our commitment to high expectations through discussing the following points with their children:

1. have regard for the physical well being of others;
2. use appropriate language in communicating / dealing with others;
3. look after and take care of all personal and school property;
4. follow school and class rules and trying their hardest to do their best work.

Evaluation occurs through observation, discussion and analysis of RISC data. This will continue to be the process throughout the next year along with a formal survey of parents, students and teachers.
Response

Preventing and responding to bullying behaviour in learning and working environments is the shared responsibility of all KSPS staff, students, parents and caregivers. It is our expectation that all members of the school community contribute to preventing bullying by modelling appropriate behaviour and respectful relationships.

Additional Information

As part of the normal review process the school intends to review it’s Anti-bullying policy in 2013. This will include formal and informal evaluation and data gathering techniques such as surveys, interviews, discussions and data analysis.

Principal’s comment

All staff at Kempsey South PS share the responsibility to ensure that bullying behaviours are not tolerated at our school. To this end staff uphold their responsibilities by proactively teaching the anti-bullying message, and reactively by responding to any reported incidents of bullying.

We also regularly send home a parent pamphlet to support parents in how to deal with bullying issues.

Year 6 students this year have created short videos with an anti-bullying message and have designed posters that are on display.

School contact information

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