Anti-bullying Plan
School Name  LLANDILO PUBLIC SCHOOL (2012)
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.
Our School Anti-Bullying Plan

This 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.

Llandilo Public School Statement of Purpose

All stakeholders can expect that students will be safe at school and free from bullying, harassment, intimidation and victimisation.

Incidents of bullying will be taken seriously by all members of the school community with appropriate support being provided when bullying occurs.

It is the responsibility of all members of our school’s community to promote positive relationships and accept individual differences and diversity as well as work together to resolve incidents of bullying behaviour when they occur.

Students Can Expect To:

- Know that their concerns will be responded to by school staff.
- Be provided with appropriate support. (for both the subjects of and those responsible)
- Participate in learning experiences that address key understandings and skills relating to positive relationships, safety, gender equity, discrimination, bullying and harassment. (these experiences will be guided by the Personal Development, Health and education syllabuses and other Key Learning Areas.

Students Have A Responsibility To:

- Behave appropriately, respecting individual differences and diversity.
- Follow the school Anti Bullying Plan.
- Respond to incidents of bullying according to our school Anti Bullying Plan.

Parents And Caregivers Have A Responsibility To:

- Support their children in all aspects of their learning.
- 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.
- Support all students of the school to deal effectively with bullying through the strategies of the Anti Bullying Plan.

Schools Have A Responsibilty To:

- Consult with Parents, Caregivers, Students and the Community clearly identifying both the behaviours that are unacceptable and the strategies for dealing with bullying in the classroom and in the playground.

Llandilo Public School, Anti-bullying Plan – NSW Department of Education and Communities
• Inform all stakeholders about the School Discipline Code/School Rules and the Anti Bullying Plan.

• Provide students with strategies to respond positively to incidents of bullying behaviour, including responsibilities as bystanders or observers.

• Provide Parents, Caregivers and Students with clear information on strategies that promote appropriate behaviour, and the consequences for inappropriate behaviour.

• Communicate to Parents and Caregivers that they have an important role to play in resolving incidents of bullying behaviour involving their children.

• Follow up complaints of bullying, harassment, intimidation and victimisation.

**Teachers Have A Responsibility To:**

• 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 Plan.

**Strategies To Prevent Bullying**

1. Teach skills and understandings that will lead to reducing and eliminating bullying.

• Modules from the Friendly Schools and families Program taught annually.

• Information disseminated through the school’s newsletter.

• SRC discussion during meetings.

• Peer support sessions.

2. Classroom and school practices promoting respectful relationships.

• Teaching, revisiting and reinforcing school rules.

• Ongoing teaching of Friendly Schools and families Modules.

3. TPL, student and community run sessions to enable all school community members to recognise and respond to bullying, harassment and victimisation.

• Friendly School and families program.

• Newsletter contributions.

• Parent meeting.

• TPL conducted at staff meetings and staff development days.

**Strategies To Deal With Bullying**

**Reporting**

• Friendly Schools and Families modules – what, how and when to report incidents of bullying including role playing.

• Child Protection and Peer Support training to develop an awareness of behaviours that need reporting.
• All teachers have the responsibility to record and respond to reported incidences of bullying (behaviour book) and inform the class teacher or the appropriate member of the Student Welfare Team.

• Parents/caregivers report incidents of bullying to the class teacher, Stage supervisor or the Principal. Depending on severity, response and feedback will be given to parents/caregivers on the action taken.

Intervening

• All incidents of bullying will be dealt with quickly and effectively to ensure the safety and wellbeing of all students.

Factors Influencing Severity Of Bullying Situations

• Duration
• Frequency
• Type – eg physically assaulted or mild teasing.

The method of shared concern is used at Llandilo Public School. It was devised by Swedish psychologist Anatol Pikas. It involves students talking out what has occurred and asking and answering Restorative questions. School staff facilitate the process.

What happened?
What were you thinking of at the time?
Who has been affected by what you’ve done and in what way?
What do you need to do to make things right?

The attached table outlines types of bullying behaviour and the appropriate response and intervention.
This Policy is Supplementary to the Llandilo Public School Anti-bullying Policy

Definition

Cyberbullying is commonly defined as the use of information and communication technologies to support repeated and deliberate hostile behavior intended to harm others.

Forms of Cyberbullying

- Sending abusive texts or emails.
- Taking and sharing unflattering or private images.
- Posting unkind messages or inappropriate images on social networking sites.
- Excluding individuals from online chats or communication.
- Assuming the identity of the victim online and representing them in a negative manner or manner that may damage their relationship with others.

While cyberbullying is similar to real life bullying it also differs in the following ways:

- It can be difficult to escape, is invasive and the victim can be targeted while at their home.
- It can involve harmful material being widely and rapidly disseminated.
- It can provide the bully with a sense of relative anonymity.

Student Victims may exhibit the following behaviours:

- Decline in academic performance and social interaction.
- Dislike and avoidance of school possibly leading to higher absenteeism.
- Complaints of feeling unwell where there is no specific illness.
- Having less to do with friends.
- Increased negative self perception.
- Reluctance to participate in activities including discussions.
- Becoming withdrawn, mood swings and crying for no apparent reason.
- Suicidal thoughts. (To be reported to the Principal immediately)

Responding to Cyberbullying and Protocols:

- Ensure the safety of students and arrange suitable support with student wellbeing to be of paramount importance. Notify Principal/Contact Officer

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Parents/Caregivers to be notified immediately if Principal has concerns for student wellbeing.

Assure student school is taking the incident seriously.

Get facts about the cyberbully and identify if possible.

Provide advice to student/s and parents/caregivers including further protocols, such as who to report the incident to and available support services through school counselling and kids helpline where appropriate.

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**School Cybersafety Contact Officer – B. Zuliani**


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**Student Welfare Team**

- Adam Wheat
- Raelene Norris
- Chris Hoffmann
- Dianne Burrell