POLICY STATEMENT: RATIONALE

Kellyville Public School is committed to providing an environment where all students feel safe, are respected and have the opportunity to learn. Staff, students, parents, caregivers and members of the wider community have a shared responsibility to create an environment that promotes tolerance, harmony and respect. Bullying is unacceptable and will not be tolerated.

STATEMENT OF PURPOSE

Expectations at Kellyville Public School

All school community members have a right to feel safe and happy in our school.
All school community members have a right to be treated with respect.
Students have a right to learn.
Teachers have a right to teach.
Our expectation is that all school community members will be treated fairly.

PROTECTION

DEFINITION:

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.

Conflicts or fights between equals or single incidents are not defined as bullying.

The definitions below are to be used during class activities:-

Bullying is when someone repeatedly makes you feel uncomfortable or unhappy on purpose. This may be done physically, verbally, socially or psychologically.

Cyberbullying is the use of information and communication technologies to support repeated and deliberate hostile behaviour intended to harm others. It is sometimes used as an extension to other forms of bullying, and can result in the target of bullying experiencing social, psychological and academic difficulties. (ACMA)

Bullying includes but is not limited to:

Verbal
- Name calling
- Teasing
- Abuse
- Putdowns
- Sarcasm
- Insults
- Threats
Physical
- Hitting
- Punching
- Kicking
- Scratching
- Tripping
- Spitting

Social
- Ignoring
- Excluding
- Ostracising
- Alienating
- Making inappropriate gestures

Psychological
- Spreading rumours
- Dirty looks
- Hiding or damaging possessions
- Malicious SMS and email messages
- Inappropriate use of camera phones

Responsibilities of Staff
Respect and support students.
Model and promote appropriate behaviour at all times.
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 Policy.
Follow the Anti-bullying Policy

Responsibilities of Students
Behave appropriately, respecting individual differences and diversity, at all times.
Behave as responsible digital citizens
Follow the Anti-bullying Policy.
Behave as responsible bystanders.
Report all incidents of bullying at school to a teacher and/or parents.

Responsibilities of Parents/ Caregivers
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 Policy.
Report incidents of school related bullying behaviour to the school.
Work collaboratively with the school to resolve incidents of bullying when they occur.

Responsibilities of all Members of the School Community
Model and promote positive relationships that respect and accept individual differences and diversity within the school community.
Support the school's Anti-Bullying Policy through words and actions.
Work collaboratively with the school to resolve incidents of bullying when they occur.

ANTI-BULLYING PLAN
PREVENTION

Teachers will:
1. Explicitly teach the rules and expected behaviours of the school (I will be a Respectful, Safe Learner)
2. Embed Values Education into their daily practice.
3. Teach the Three Step Action Plan to students.

Students will:
1. Follow the school rules.
2. Behave appropriately, respecting individual differences and diversity, at all times.
3. Behave as responsible digital citizens

The school will:
1. Implement a sustained curriculum approach to address:
   - bullying (including cyberbullying issues)
   - appropriate use of technology (Digital Citizenship)
2. Ensure all members of the school community including casual staff are familiar with the school's anti-bullying policy.
3. Identify children who are at risk of being bullied or who have been victims of bullying in the past.
4. Include identified children in specific anti-bullying programs, e.g. Rock and Water.

EARLY INTERVENTION

The school will:
1. Identify children who are at risk of developing long term difficulties with social relationships
2. Identify children who have previously experienced bullying or engaged in bullying behaviour.
3. Include identified children in specific anti-bullying programs, e.g. Rock and Water, buddy and peer support programs, mentoring and conflict resolution programs.

RESPONSE

MANAGING BULLYING

What to do if you are being bullied:

THREE STEP ACTION PLAN

1. Look directly at the person attempting to bully you.
2. Speak in a firm, clear voice and say loudly, “Stop that, I don’t like it”.
3. Go and report it to a teacher and/ or parent.

What to do if I hear or see bullying:

1. Refuse to be involved
2. Speak out or go and get help.
3. Tell if you see someone being bullied.

Everyone at Kellyville Public School is responsible for eliminating all forms of bullying.

TEACHERS AND EXECUTIVE WILL

1. Act upon reported bullying incidents promptly (within three days of establishing that bullying behaviour has occurred)
2. Use the Pikas “Method Of Shared Concern” or “Community Conference” to deal with bullying incidents.
3. Follow the School Discipline Policy for students who engage in bullying behaviour.
4. Report back to parents about the progress or resolution of bullying incidents.
PARENTS WILL
1. Listen sympathetically to reports of bullying.
2. Contact the school to arrange an appointment to discuss the incidents.
3. Work with the school to find a solution.

THE SCHOOL WILL:
1. Keep accurate records of bullying incidents and their management via RISC. This will assist with recognising and responding to patterns of bullying behaviour.
2. Inform parents of any child who is involved in persistent and/or serious bullying incidents.
3. Protect and support victims of bullying to eliminate the likelihood of them being bullied again.
4. Work with the parents of the bullying child to establish joint strategies to assist the child in making appropriate behavioural choices.
5. Assist the child who is choosing to bully someone to change his/her behaviour.
6. Require the child who is choosing to bully someone to take part in individual counselling with the principal, deputy principal, assistant principal or school counsellor should further transgressions occur.
7. Remove any child who continues to bully others from the playground and or school for a required period of time should there be no change in his/her behaviour.
8. Utilise programs such as: buddy and peer support programs, mentoring and conflict resolution programs.
9. Allow any student who has witnessed, engaged in or been affected by a bullying incident to receive school counsellor assistance if required.
10. Inform parents and the community of the Anti-Bullying Policy and its procedures via P&C Meetings and school Newsletters which will provide an online link to the policy.
11. Contact the Police and the School Safety and Response Unit (1300 363 778) where incidents of bullying (including cyberbullying) include possible criminal behaviour such as violence, threats, intimidation and hacking.
12. The Principal should refer to DN/10/00225 Reporting Incidents Involving Assaults, Threats, Intimidation or Harassment if s/he is in any doubt whether to contact police.

MONITORING AND EVALUATION:
Kellyville Public School uses RISC to monitor student behaviour. This program will be used to analyse the extent of bullying within the school and the effectiveness of the Anti-Bullying Policy. This Policy will be evaluated every second year to ensure that it continues to reflect current teaching and learning practices. The review will take into consideration, the analysis of collected relevant data on the nature and extent of bullying within the school. This will reflect the effectiveness of the policy, and any revisions will be monitored and evaluated.

ADDITIONAL INFORMATION:
The following is a list of personnel or agencies who can offer further advice, support or assistance:

School Counsellor- Kaveri Rutherford  9629 1279
Police Youth Liaison Officer: Senior Constable Rob Paterson (Castle Hill Police) 9680 5376
Kids Helpline  1800 551 800
Child Well-being Unit  9629 9400

If parents are dissatisfied with the way an incident has been handled, they may:
- Make an appointment with the School Principal
- Refer to the Complaints Handling Policy accessed via the DET intranet site.

REFERENCES:
Preventing and Responding to Student Bullying in Schools Policy (NSW Department of Education and Communities 2011)
Anti-bullying Plan for Schools (NSW Department of Education and Communities 2011)
Suspension and Expulsion of School Students- Procedures (2011)
Student Discipline in Government Schools- Support Materials (2011)
Complaints Handling Policy
DN/10/00225 Reporting Incidents Involving Assaults, Threats, Intimidation or Harassment Code of Conduct (2006)

Kellyville Public School Anti-bullying Policy       Updated     19/8/11
APPENDIX
Forms of cyber bullying

RESOURCES:
- Student Welfare Policy (NSW Department of Education and Training, 1996)
- Values in NSW Public Schools
- www.bullyingnoway.com.au
- Complaints Handling Policy
- Kellyville Public School Discipline Policy (2011)

APPENDIX 1: FORMS OF CYBERBULLYING

■■Flaming – heated exchange

■■Harassing and threatening messages eg ‘text wars’, ‘griefers’

■■Denigration – sending nasty SMS, pictures or prank phone calls ‘Slam books’ (websites or negative lists)

■■Impersonation Using person’s screen name or password eg message to hate group with personal details

■■Outing or trickery – sharing private personal information, messages, pictures with others

■■Posting ‘set up’ images/video eg ‘happy slapping’

■■Ostracism – Intentionally excluding others from an online group eg knocked off buddy lists

■■Sexting – sharing explicit material by mobile phone.