GWANDALAN PUBLIC SCHOOL

Anti-Bullying Policy

Rationale:
Gwandalan 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 and grow with confidence. Bullying is taken seriously and is not acceptable in any form, whether it be physical, verbal, social, psychological or electronic (cyberbullying).

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

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

We will continually monitor anti-bullying programs and plans to:

- Ensure that all members of the school community are aware of the school anti-bullying policy and follow the procedures to minimise bullying and harm to others.
- Provide a safe environment where children and adults can engage in the learning process.
- Establish cooperative partnerships with families and the community through dissemination of information and education programs about bullying.

Implementation:
Bullying is defined as circumstances when words or actions are designed to deliberately hurt or harm. These are repeated by an individual or individuals with more influence and power than the victim.

National Centre Against Bullying
Bullying 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)
- social (social exclusion, rumours, putdowns, making inappropriate gestures)
- Electronic (malicious SMS or email messages, inappropriate use of camera phones etc.)

Discrimination is treating one person or group less fairly 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.

These are all unacceptable behaviours and will be managed according to the school Student Welfare Policy and all other related school and Department of Education and Community 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 Gwandalan 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.

All members of the school community have a responsibility to report bullying behaviour, promote positive relationships within the school community and support students to resolve incidents when bullying occurs.

Students will:

- report incidents of bullying and harassment to their class teacher or duty teacher
- know that their concerns will be responded to by school staff
- be provided with support if they are a victim, a bully or a bystander
- 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
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 the understanding of bullying behaviour
- support their children in developing positive responses to incidents of bullying consistent with the school Anti Bullying Plan
- support ALL students to deal effectively with bullying through the strategies of the Anti-Bullying Plan

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 Plan

The school executive will:

- inform the school community about the SCHOOL DISCIPLINE CODE, Anti Bullying Plan and 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, the consequences for inappropriate behaviour and their role in resolving incidents of bullying
- follow up complaints of bullying, harassment and intimidation

**Strategies to prevent bullying**

- All teachers, students, parents and carers will be informed of the appropriate expected behaviours according to the Anti Bullying Plan.
- School and classroom rules will define expected and appropriate behaviours for students in the playground, classroom and while travelling to and from school.
- The curriculum will support the Anti Bullying Plan with quality teaching and learning activities designed to raise awareness of appropriate and protective behaviours in accordance with the syllabus documents.
- Programs will be implemented and maintained to support students while at school e.g. playground activities, student leadership, Planning Room etc.
- Parents will be informed via school newsletters, assemblies, P&C and School Council of initiatives and developments.
- Teachers will have access to professional learning in anti-bullying strategies.
Strategies to deal with bullying

✓ All 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 principals 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 e.g., Area Office Consultants, to assist with parent, teacher and student programs and initiatives as required.

Monitoring and Evaluation

Incidences of bullying will be recorded utilising existing systems e.g., SENTRAL, 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 Plan in consultation with the school community.

Surveys will be undertaken e.g., Quality of School Life Questionnaire, to assess and analyse students level of satisfaction.

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

This policy will be reviewed in April 2016.

This policy was developed and ratified by the school community in April 2015.

Signed: ______________________

PRINCIPAL