Leonay Public School
Anti – bullying Policy and Plan

POLICY STATEMENT
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.

At Leonay Public School students have the right to feel safe, happy and self empowered in their learning environment. Everyone has the right to an education and needs to take responsibility for their learning and behaviour.

Audience and Applicability
Applies to all NSW government schools and preschools.

The policy applies to all student bullying behaviour, including cyberbullying, that occurs in NSW government schools and preschools, and off school premises and outside of school hours where there is a clear and close relationship between the school and the conduct of the student.

Context
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. Cyberbullying 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, or sexuality. 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.

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.

All members of the school community contribute to the prevention of bullying by modelling and promoting appropriate behaviour and respectful relationships.

Responsibilities
Leonay Public School Principal must ensure that the school implements an Anti-bullying Plan that:

- is developed collaboratively
- develops a shared understanding and statement
- empowers the whole school community to recognise and respond appropriately to bullying
- develops and implements programs for bullying prevention
- develops and implements support for any student who has been affected by, engaged in or witnessed bullying behaviour
- monitors and evaluates the effectiveness of the plan, and reports annually on its progress
defines procedures for reporting bullying incidents to the school
matches interventions/consequences to the particular incident of bullying
identifies patterns of bullying behaviour and responds to such patterns
includes procedures for reporting of assaults, threats, intimidation or harassment
includes procedures for contacting the Child Wellbeing Unit, Police School Liaison Officer and Kids Helpline
is reviewed within the community every 3 years

Leonay Public 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
• provide curriculum and pedagogy that supports students to develop an understanding of bullying and its impact on individuals and the broader community

Leonay Public School students have a responsibility to:
• behave appropriately, respecting individual differences and diversity
• are expected to play safely
• attempt to deal with bullying using strategies learnt
• behave as responsible digital citizens
• follow the school’s Anti-bullying Plan
• behave as responsible bystanders
• report incidents of bullying as defined in the school’s Anti-bullying Plan.

Leonay Public School Parents and Caregivers have a responsibility to:
• support their children to become responsible citizens and to develop responsible on-line behaviour
• be aware of the school’s 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’s Anti-bullying Plan
• report incidents of school related bullying behaviour to the school as per the plan
• work collaboratively with the school to resolve incidents of bullying when they occur

Leonay Public School Community has 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.

PLAN STATEMENT

Leonay Public School’s Student Welfare Programs to prevent Bullying:
• implementation of the Positive Behaviour for Learning program within the school community
• strategies to promote good discipline and effective learning (Student Welfare and Discipline Policy)
• implementation of the K-6 Student Welfare and Discipline Policy including rewards and consequences
• explicit teaching of social skills through the K-6 PBL program. This includes discussion of school expectations, rewards and consequences. It also allows classroom rules and behaviour expectations to be negotiated with students.
• teaching of social skills and the development of interpersonal relationships and self esteem through units of work in PD/H/PDE
• an active Student Representative Council (SRC) which gathers opinions, ideas, attitudes and concerns from the student community
• student leadership programs provide an opportunity for our students to behaviour responsibly as leaders
• stage 2 and 3 camps provide students with an opportunity to develop social skills
• Peer Support program encourages friendships between older and younger students
• learning support team provides additional support to students with a range of special needs; including academic, social, emotional and behavioural
• implementation of specific behaviour management and social skills programs to meet individual student needs. These are negotiated with the student, teacher, supervisor, other support staff, and parents/caregivers.
• emphasis on protective strategies through Child Protection lessons
• inclusion of programs to develop appropriate use of technology to become a responsible digital citizen

Reporting Procedures
Reporting and dealing with bullying incidents is the responsibility of all members of the school community. Reporting concerns should occur in the following ways:

Students must:-
• as a target, report all incidents of bullying to a teacher
• as a bystander, report all incidents of bullying to a teacher
• report all incidents of bullying to their parents/caregivers
• remember to keep telling until their issue is heard and dealt with

Staff must:-
• respond to all student and parent/caregiver concerns and clarify that it is bullying
• record the details of the concern and identify the students involved
• report the incident to their supervisor
• as a supervisor, record the incident, notify parents/caregivers, and report the incident to the Student Welfare Committee for intervention
• as a principal, record and report incidents of assault, threat, intimidation or harassment to the relevant authorities

Parents / Caregivers must:-
• respond to their child’s concerns
• report the concern to their child’s teacher
• discourage retaliation of any kind

Monitoring Procedures
Ongoing monitoring of student behaviour is occurring through our PBL program and our red and white slip system. Our PBL team meets regularly to review the data and implement intervention programs to deal with adverse student behaviour. Data will be shared with the Learning Support Team and Student Welfare Committee for analysis and intervention.
Consequences and Dealing with Bullying Behaviour
Students who fail to meet our school expectations by bullying, will be subject to the disciplinary procedures as outlined in our Student Welfare and Discipline Policy.

Intervention & Support
Students associated with acts of bullying or students perceived as being ‘At Risk’ will be supported by the following personnel and programs:

- Student Welfare Committee to implement behaviour monitoring programs
- School Counsellor to collaborate with Learning Support Team and Student Welfare Committee on the development, implementation and monitoring of individual support programs
- Learning Support Team to establish individual student needs and plan intervention strategies

Reporting to the Child Wellbeing Unit
In NSW, police, teachers, health workers and other people who work with children are required by law to notify the Department of Family and Community Services’ Helpline when they have reasonable grounds to suspect children are at ‘risk of significant harm’. Significant harm is that which is sufficiently serious to warrant a response by a statutory authority irrespective of a family's consent.

What is significant is not minor or trivial and may reasonably be expected to produce a substantial and demonstrably adverse impact on the child or young person's safety, welfare or wellbeing. The Principal as the work place manager is responsible for notifying the Child Wellbeing Unit. The Child Wellbeing Unit helps agencies to identify at risk children and respond to their needs.