



Education &
Communities

Anti-bullying Plan

Chatswood Public School Annual School Report for 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 Annual Report

Chatswood Public 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.

You can access Chatswood Public School Anti-Bullying Policy through school website please go to

<http://www.chatswood-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

A clear, firm statement on the school's stance on bullying, harassment and violence

- To reinforce within the school community what bullying is, and the fact that it is unacceptable
- Everyone within the school community to be alert to signs and evidence of bullying and to have a responsibility to report it to staff whether as observer or victim
- To ensure that all reported incidents of bullying are followed up appropriately and that support is given to both victims and perpetrators
- To seek parental and peer-group support and cooperation at all times

Protection

- Chatswood Public School will provide a safe, inclusive, supportive and ordered learning environment free from bullying, harassment and violence. Bullying, including cyber bullying, harassment and violence, is not acceptable in this school and will be dealt with seriously and expediently
- Chatswood Public School will work with the school community and other services to support its students in being responsible and productive members of this community
- Bullying, harassment and violence are hurtful and destructive. Physical bullying *can be seen*. Cyber bullying happens *behind the screens*. Bullying, harassment and violence continue to be issues of concern for students and their parents/guardians
- Bullying, including cyber bullying and harassment and violence, is not acceptable in this school and will be dealt with seriously and expediently

Prevention

- Professional development for staff relating to bullying, harassment and the strategies that counter-act them
- Community awareness and input relating to bullying, its characteristics and the school's programs and response
- To provide programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving
- Structured activities available to students at recess and lunch breaks

Feedback from students, staff and parents will be sought regularly in order to monitor the school's culture with regard to bullying.

Each year the school learning support team will review the policy and a survey will be conducted to monitor the policy for effectiveness.

Early Intervention

- Encourage children to report bullying incidents involving themselves or others. Classroom teachers regularly reminding students to report incidents, and that reporting is not dobbing
- Parents encouraged to contact school if they become aware of a problem
- Safe lunchtime and recess venues are regularly publicised and supervised
- Public recognition and reward for positive behaviour and resolution of problems
- Senior Management (Deputy Principal) informed of all bullying incidents
- Ongoing monitoring of identified bullies/victims
- Ongoing counselling from appropriate agency for both victim and bully.
- Development of peer partnering and peer mentoring programs
- Public acknowledgement/ rewards for positive behaviour and reinforcement of school policy

Response

- Direct nomination of bullying incident by students
- Once identified, bully, victim and witnesses spoken with, and all incidents or allegations of bullying fully investigated and documented
- Both bully and victim offered counselling and support in individual meetings
- If bullying is significant or ongoing, parents will be contacted and consequences implemented consistent with the school's rules
- Parents, teachers, students and the community will be aware of the school's position on bullying
- Staff will be made aware of their responsibilities with regard to the policy
- Publication of policy via school publications
- A pamphlet (Anti-Bullying Policy) will be distributed to all students at the start of each school year or when a student enrolls throughout the year.

Discipline consequences for bullies may involve:

- In-school detention
- Exclusion from class
- Exclusion from playground
- Formal apology
- School suspension

Additional Information

Chatswood Public School ensures that the school's anti-bullying policy will be reviewed regularly and surveyed all or a random selection of students, parents and teacher, in line with the review schedule for the school's policy.

Principal's comment

Chatswood Public School is widely regarded for its caring and safe learning environment where students are supported to achieve and thrive. The school aims to proactively address the bullying issue and provide sound support structures for victims of bullying.

All school staff have a duty of care to students, ensuring a safe and non-threatening environment for all.

School contact information

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