



# Anti-bullying Plan

Cudgong Valley Public School 2016





# 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.

The plan has been developed in consultation with the school community, including parents/carers, students and staff. The Wellbeing Committee have worked in collaboration with all stakeholders.



## Statement of Purpose

**Cudgegong Valley Public School does not tolerate bullying in any form and is committed to ensuring a happy, safe and caring learning environment.**

Cudgegong Valley Public School says 'NO WAY' to bullying. Students at Cudgegong Valley Public School can expect to:

- Know that their concerns will be responded to by school staff
- Be provided with appropriate support
- Take part in learning experiences that address key understandings and skills relating to positive relationships, safety, gender equity, discrimination, bullying and harassment.

Cudgegong Valley Public School believes bullying to be:

- Repeated verbal, physical, social or psychological behaviour that is harmful and involves the misuse of power by an individual or a group towards one or more persons.
- Online 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 and disability.
- Conflicts or fights between equals, or single incidents, are not defined as bullying.
- Interfering with another's property by stealing, hiding, damaging or destroying it.
- Using offensive names, teasing or spreading rumours about others or their families.
- Using put downs, belittling others' abilities and achievements.
- Any form of physical violence.
- Writing offensive notes or graffiti about others.
- Excluding others from a group.
- Ridiculing another's appearance.
- Threatening or forcing others to act against their will.
- Making degrading comments about another's culture or social background.

Bullying in any form, including cyber bullying:

- Devalues, isolates and frightens.
- Affects an individual's ability to achieve.
- Has long term effects on those engaging in bullying behaviour, those who are the subjects of bullying behaviour and the onlookers or bystanders.

**Protection** – refers to those factors that increase the likelihood of positive wellbeing outcomes and buffer against the effects of negative experiences.

Strategies used at CVPS are:

- A shared understanding of bullying behaviour that captures all forms of bullying including online bullying.
- Students are taught, during ICT lessons, how to avoid cyber-bullying and what to do if they encounter any such bullying.
- The Statement of Purpose (previous page) is communicated to all School stakeholders.
- The School Vision clearly states our aim to empower students to be happy, friendly and confident learners.
- CVPS takes part in the *Bullying No Way* initiative each March with all students shown what to do if bullying were to occur. The website [www.bullyingnoway.gov.au](http://www.bullyingnoway.gov.au) is advertised around the school.
- Students undertake Cyberbullying lessons in their ICT lessons at the beginning of each term.
- Students are made aware of useful websites such as <https://www.esafety.gov.au> and the Kids Helpline <https://kidshelpline.com.au/?gclid=CKfUjLak6s4CFU0AvAodX84LDQ>

**Prevention** – builds on the protective factors and refers to strategies specifically designed to prevent bullying behaviour.

**Staff will:**

- Model appropriate behaviour as positive role models for students.

- Promote student use of Anti-bullying forms whereby incidents are followed up by Assistant Principals and, where required, the Deputy Principal.
- Teach cooperative learning and playing skills and conflict resolution skills through the personal development program.
- Be observant of signs of distress and suspected incidents of bullying.
- Actively supervise to minimize opportunities for bullying.
- Intervene to assist students being bullied by removing sources of distress without increasing the student's exposure.
- Support students who speak out and report incidents of bullying and consult with students to identify issues which give rise to concern.
- Teach anti-bullying units as part of the PDHPE syllabus.
- Provide programs such as Bounce Back to build resilience in students.
- Inform students of places to go to receive additional support/information i.e. Bullying No Way website [www.bullyingnoway.gov.au](http://www.bullyingnoway.gov.au), Child Wellbeing Unit and the NSW Police Dept.

**Students will be strongly encouraged to:**

- Refuse to be involved in any bullying situation.
- If appropriate, take some form of preventative action.
- Report all incidents or suspected incidents.
- Use conflict resolution and cooperative learning and play skills.
- Intervene if they witness bullying.

***The School recommends that parents:***

- Model appropriate behaviour in all dealings with the School.
- Encourage their child to tell a staff member about bullying incidents and if possible, allow the child to report and deal with the problem.
- Inform the school if bullying is suspected.
- Do not encourage their child to retaliate.
- Proactively attend interviews at school if their child is involved in, or witnessed, a bullying incident.

Three levels of anti-bullying prevention and resolution mechanisms are used at CVPS. These include:

***Whole School***

- Programs for anti-bullying developed and implemented across the school.
- Values program – Safe, Responsible and Respectful values upheld and frequently addressed at assemblies, in the newsletter and on the Facebook page.
- Learning Support Team.
- School Counsellor services.
- Anti-bullying messages embedded in the curriculum area every year.
- Transition programs - Pre-school to Kindergarten and Year 6 to Year 7.
- Open and honest home/school communication.
- Involvement of Wellbeing Committee and Learning Support Team.
- Regular school assemblies that support, inform and promote a positive school ethos.
- Playground games program.
- Playground Friendship seat.

- Anti-bullying forms.
- Relevant management of Discipline Policy.
- Structures that invite family involvement.
- Community networks.
- Professional collaboration among staff and staff briefings.
- Effective playground supervision.
- Provision of playground equipment and activities.
- Differentiated and engaging curriculum.
- Police involvement to address cyberbullying – identification and response.

***Classroom***

- A whole school resilience program *Resilience Power* supplied by a psychologist to develop resilience in all students.
- Social Skills programs through PDHPE and Child Protection lessons.
- Classroom structures designed to ensure that students feel happy, secure and willing to discuss issues.
- All teachers, permanent and relief, are supportive and treat all students with respect.
- Curriculum support for anti-bullying programs.
- Intervention programs and individualised support programs provided for students with identified social needs.

***Individuals***

- Modelling and encouragement of positive relationships by staff. These relationships may be between teacher/teacher, teacher/student and student/student.
- Individual support for victims. They are believed, understood and acknowledged.

- School Counsellor support for any student who is bullied or believes they have been bullied.
- Use of long-term individual solutions using non-punitive approaches, including application of Restorative Justice Practices.
- Incidences of bullying are followed up promptly with the victim and the perpetrators. Where appropriate, support and guidance from the Child Wellbeing Unit will be sought.

**Early Intervention** – refers to providing support before an issue emerges or escalates such as developing and implementing early intervention support for students who are identified by the school as being at risk of developing long-term difficulties with social relationships.

- The Learning Support team provides an opportunity for teachers to refer names of students who are showing signs of being at risk of developing long-term difficulties with social relationships.
- The CVPS Anti-bullying Policy is included in information packs for all new students, including pre-school children transitioning to Kindergarten.
- When a new enrolment arrives, the previous school principal is contacted as an opportunity for any issues, including bullying, to be discussed is provided.

**Response** – refers both to the actions of the school when an incident occurs and to the informed development of future protection, prevention, early intervention and response strategies.

At CVPS we:

- Through regular school assemblies, newsletter items and staff meetings, empower the whole school community to recognise and respond appropriately to bullying, harassment and victimisation and behave as responsible bystanders.

- Develop and communicate clear procedures for reporting incidents of bullying to the school.
- Respond quickly and effectively to incidents of bullying that have been reported to the school.
- Provide regular updates, within the bounds of privacy legislation, to parents or caregivers about the management of any incidents.
- Match a planned combination of interventions to the particular incident of bullying. The School Discipline Policy also underpins interventions used in bullying incidents.
- Provide support, at an age appropriate level, to any student who has been affected by, engaged in or witnessed bullying behaviour.
- Identify any patterns of bullying behaviour and respond to such patterns.
- Monitor and evaluate the effectiveness of the Anti-Bullying Plan and report this annually to the school community.
- Report incidents involving assaults, threats, intimidation or harassment to the appropriate authorities.
- Contact the Child Wellbeing Unit or Community Services where appropriate.
- Advise parents, as appropriate, of Departmental appeal procedures and provide them with Complaints Handling Policy information.
- Evaluate the Anti-bullying Plan annually through the Wellbeing Committee and communicate to the P&C and wider school community.
- Review the Anti-bullying Plan every three years or as required.

## Additional Information

Mudgee Police 6372 8599

Kids Helpline 18006686868

Bullying No Way [www.bullyingnoway.gov.au](http://www.bullyingnoway.gov.au)

Cyberbullying link: <https://www.esafety.gov.au>



## Principal's comment

The Anti-Bullying Plan is a proactive measure to educate young people on what constitutes bullying, strategies to address such behaviour and support structures available to assist students affected by bullying. Intervention strategies to address behaviours demonstrated by any student who bullies others, is also a feature of this Plan. Cudgegong Valley Public School prides itself on providing a safe environment for all students, staff and parents/carers with an emphasis on teaching the values of Responsibility, Safety and Respect.

Andrea Lester- Principal



School Anti-bullying Plan – NSW Department of Education and Communities

## Wellbeing Committee

Wendy Hogben- Deputy Principal

Steve Armstrong- Assistant Principal

Sandra Huntly-Nott-Assistant Principal

Perdita Lynn-Teacher

Sharon Rayner-Teacher

Gill Armstrong-LaST

Julie Wiseman-Teacher

Lee Donnelly-Teacher

Jenny McColl-SLSO

## School contact information

Cudgegong Valley Public School

47-65 Madeira Road

Mudgee 2860

02 6372 3466

02 6372 6314

[www.cudgegongv-pschools.nsw.edu.au](http://www.cudgegongv-pschools.nsw.edu.au)