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Woolomin Public School

Implementing NSW Department of Education
Anti Bullying Policy



**School Guidelines and Support
Documentation for
Implementation of NSW DoE Policy**

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Implementing NSW Department of Education (DoE) School Anti- Bullying Policy at Woolomin Public School

Bullying of Students - Prevention and Response

This policy sets out the department's position on student bullying and the requirements for preventing and responding to student bullying, including online bullying, in NSW public schools and preschools.

NSW public schools work to provide safe, inclusive, and respectful learning communities that promote student wellbeing.

The Department's Behaviour Code for Students

<https://education.nsw.gov.au/content/dam/main-education/policy-library/associated-documents/pd-2006-0316-01.pdf>

Behaviour code for students NSW public schools

NSW public schools are committed to providing safe, supportive and responsive learning environments for everyone. We teach and model the behaviours we value in our students.

In NSW public schools students are expected to:

- Respect other students, their teachers and school staff and community members
- Follow school and class rules and follow the directions of their teachers
- Strive for the highest standards in learning
- Respect all members of the school community and show courtesy to all students, teachers and community members
- Resolve conflict respectfully, calmly and fairly
- Comply with the school's uniform policy or dress code
- Attend school every day (unless legally excused)
- Respect all property
- Not be violent or bring weapons, illegal drugs, alcohol or tobacco into our schools
- Not bully, harass, intimidate or discriminate against anyone in our schools

Schools take strong action in response to behaviour that is detrimental to self or others or to the achievement of high quality teaching and learning.

Behaviour Code for Students: Actions

Promoting the learning, wellbeing and safety of all students in NSW Public Schools is a high priority for the Department of Education.

We implement teaching and learning approaches to support the development of skills needed by students to meet our high standards for respectful, safe and engaged behaviour.

Respect

- Treat one another with dignity
- Speak and behave courteously
- Cooperate with others
- Develop positive and respectful relationships and think about the effect on relationships before acting
- Value the interests, ability and culture of others
- Dress appropriately by complying with the school uniform or dress code
- Take care with property

Safety

- Model and follow departmental, school and/or class codes of behaviour and conduct
- Negotiate and resolve conflict with empathy
- Take personal responsibility for behaviour and actions
- Care for self and others
- Avoid dangerous behaviour and encourage others to avoid dangerous behaviour

Engagement

- Attend school every day (unless legally excused)
- Arrive at school and class on time
- Be prepared for every lesson
- Actively participate in learning
- Aspire and strive to achieve the highest standards of learning

The principal and school staff, using their professional judgment, are best placed to maintain discipline and provide safe, supportive and responsive learning environments. The department provides a policy framework and resources such as Legal Issues Bulletins, access to specialist advice, and professional learning to guide principals and their staff in exercising their professional judgment. In this context the NSW Government and the Department of Education will back the authority and judgment of principals and school staff at the local level.

requires students to be inclusive and respect other students, their teachers, school staff, and community members, and to not bully, harass, intimidate, or discriminate against anyone in our schools.

Woolomin Public School has established strategies and practices to encourage positive student behaviour, recognise and reinforce student achievement and wellbeing, and manage disruptive student behaviour, as outlined in the Student Behaviour policy.

Woolomin School staff encourage high levels of parental and community involvement in the school to improve student attendance, engagement, learning and behaviour.

Woolomin School has an Anti-bullying plan (see attached).

Woolomin Staff are trained to identify bullying behaviour.

Bullying behaviour has three key features. It involves the intentional misuse of power in a relationship. It is ongoing and repeated, and it involves behaviours that can cause harm.

Bullying behaviour can also involve intimidation, victimisation and harassment, including that based on sex, race, religion, disability or sexual orientation, both online and offline.

Bullying can be illegal if it involves behaviours that include physical violence, threats of violence, damaging property or stalking.

The NSW anti-bullying website supports school staff, parents and carers, volunteers and contracted staff, and students to discourage, prevent, identify and respond effectively to student bullying behaviour, where it does occur.

Preventing and responding to bullying is the shared responsibility of all school staff, volunteers, and contracted staff employed by schools, and students, parents and carers.

Teachers and other school staff are provided with support and professional development to discourage, prevent, identify and respond to student bullying behaviour.

Written information includes:

Bullying Information for Parents
Bullying Information for Teachers
Bullying Brochure

Reports of student bullying can be made to any staff member at a school. A teacher or school executive staff (such as the principal, deputy principal or assistant principal, head teacher) at the school will address the reported bullying in a timely manner.

If a student, parent or carer believes a matter is not being dealt with effectively, they can refer the matter to the school's principal (or delegate) for resolution.

If the student, parent or carer still has concerns, after referring the matter to the school's principal (or delegate), and would like advice, they can contact the learning and wellbeing advisor or officer at the local departmental office. If the matter is then still not resolved they can contact the Director, Educational Leadership, at the local departmental office, who must follow the Complaints Handling policy.

For incidents of physical violence, and where required, staff should administer first aid (consistent with their training and experience) and contact emergency services whenever necessary.

Staff must also report the incident to the Incident Reporting and Support Hotline on 1800 811 523.

Audience and applicability

This policy applies to all NSW public schools and preschools.

This policy applies to all student bullying behaviour, including online (cyber) bullying, and applies outside of school hours and off school premises where students have been involved and there is a clear and close connection to the school.

Context

Public schools must comply with the NSW Education Standards Authority requirement to provide a safe, inclusive and supportive environment for students.

Ways to prevent or respond to student bullying behaviour are addressed through teaching and learning programs across the key learning areas including the self and relationships strand of the mandatory personal development, health and physical education curriculum.

This policy relates to student bullying in public schools. The Work, Health and Safety policy applies to staff bullying in public schools. When bullying involves a student and staff member, both policies apply.

Responsibilities and delegations

Teachers:

support the school in maintaining a safe, inclusive and supportive learning environment

model and promote appropriate relationships and behaviours

promote a school culture where bullying is not acceptable

teach students to identify, report and respond to bullying at school and online

manage reports of bullying and escalate matters to the principal (or delegate) when necessary.

Non-teaching staff: refer any report of bullying to a teacher or school executive staff.

Principals (or their delegate):

complete and implement the Anti-bullying plan (PDF 1223.4 KB) for their school

maintain a positive school climate that includes respectful relationships

identify patterns of bullying behaviour and initiate school action to respond

manage complaints about bullying in accordance with the Complaints Handling policy

review the Anti-bullying plan every year.

Directors, educational leadership:

manage complaints about how a school has responded to a report of bullying in accordance with the Complaints Handling policy

where required, assist schools to implement the Anti-bullying plan, to best meet the needs of the school community

Monitoring and review

The Director, Behaviour and Student Participation monitors the implementation of this policy, regularly reviews its contents to ensure relevance and accuracy, and updates it as needed.

Behaviour Management Plan

A pro-active approach is taken to behaviour management at Woolomin Public School. This means that staff actively supervise students both in the classroom and playground providing them with ongoing social skills instruction in order to make positive choices. The following behaviour models are used to support students taking ownership for their choices:

Staged Response - 1,2,3

Restorative Justice Discussion Sheet.

Woolomin Public School

ALL BEHAVIOUR IS A CHOICE

If I choose inappropriate behaviours the following steps will be followed:

- 1. WARNING:** Your name with a (1) next to it will be placed on the board
A direction will be given by a teacher and you will be expected to comply within 10 seconds
- 2. TIME AWAY:** The number next to your name will change to a (2) if you choose to continue with the inappropriate behaviours
This indicates you need cool-off time.
You may sit away from the activity or other students in the time away position
You may also use time-away strategies at your desk e.g. Put your head down on desk. Sit quietly without touching anything.
Time-away should only be for 5 minutes. You may commence tasks when you feel you are ready
You will not be spoken to for at least 5 minutes
After 5 minutes you'll be asked to continue with your work
- 3. TIME OUT:** The number next to your name will change to a (3) if you choose to continue with the inappropriate behaviours
This indicates you have chosen to go to Time Out
Time Out is to be taken in an area directed by a teacher
You are to remain in Time Out for 10 minutes to allow you time to cool down, think about what happened and to control your behaviour.
Work missed in a time out needs to be completed in your time at the next break.
If more than 3 time outs occur in one day then your parents/ carers will be contacted to discuss your behaviour, possible causes, strategies and consequences.

If you choose not to do your time out when asked by a teacher, then you will have a meeting with the Principal and may have a longer time out.

Corrective Questions – Behaviour Discussion Forms		
Behaviour Discussion Sheet		
By completing this sheet appropriately and honestly it will help you understand your behaviour in this incident		
Name:	Date:	Time:
Describe the behaviour that was not appropriate:		
Swearing		
Calling-out		
Threatening others		
Put downs		
Destruction		
Arguing		
Distracting others		
Not following instructions		
Other: _____		
What rule/expectation did I break? You may need to look at the School Rules		
Be safe		
Do your best		
Respect yourself and others		
Talk and listen politely		
Care for our environment		
Did anything happen that you didn't like or understand?		
Somebody teased me	Somebody took something of mine	
Somebody told me to do something	Somebody began fighting with me	
Somebody was doing something I didn't like	I didn't accept the consequences of my actions	
Other: _____		
How did my behaviour affect others?		
What can I do differently to make sure it doesn't happen again?		
Student/Teacher Strategy plan: To be completed with your teacher		
Signed:	(student)	(Teacher)

Resources

The NSW Anti- Bullying Website

<https://education.nsw.gov.au/student-wellbeing/attendance-behaviour-and-engagement/anti-bullying>

<https://kidshelpline.com.au/teens/issues/bullying>

<https://bullyingnoway.gov.au/preventing-bullying/national-day-of-action-against-bullying-and-violence>



We're here for your kids, if they need support they can...



Call us for FREE
1800 55 1800



Email us





WebChat with us

Parents! For more information and resources, please check out our Kids Helpline parents section

kidshelpline.com.au/parents

In school newsletter each week

<ul style="list-style-type: none"> ● Bullying at Woolomin Public School- Zero Tolerance Information Booklet 	<ul style="list-style-type: none"> ● Bullying Brochures Staff / Parents / Students
<p align="center">BULLYING AT Woolomin Public School - Zero Tolerance!</p>  <p>Contents</p> <ul style="list-style-type: none"> • Introduction • What is bullying? • The consequences • Why do some children become bullies? • What do we know about bullies? • Why are some children more likely to be bullied than others? • Where does bullying occur? • Possible signs of bullying • What can parents do to help? • What if your child is the bully? • Parental attitudes • What can the school do? • Summary <hr/>	<p align="center">Feeling safe and valued at <u>Woolomin PS</u></p>  <p align="center"><i>Our school community <u>is</u> committed to providing a safe and secure environment promoting personal growth and excellence by developing confidence and self-esteem.</i></p> <p align="center">▶ You can control what happens.</p>

Bullying Information for Teachers

**WOOLOMIN PUBLIC
SCHOOL**
Preventing
Classroom
Bullying:

What Teachers Can Do

