



Anti-bullying Policy

(Updated 2019)

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 Kings Langley Public School community has been involved in the development of this plan. The school values this input and will engage the community further through the implementation of this plan and PBL updates.

Statement of purpose

The NSW DEC 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.

Our school community is committed to providing a safe and secure environment promoting respectful relationships and resilient learners by developing confidence and self-esteem as fostered by Positive Behaviour for Learning (PBL).

The policy applies to all student bullying, including cyberbullying in and outside school hours where there is a clear and close relationship between the school and the conduct of the student.

<https://education.nsw.gov.au/policy-library/policies/bullying-preventing-and-responding-to-student-bullying-in-schools-policy>

3.1 What is 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. 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, homosexuality or transgender. Bullying of any form or for any reason can have long term effects on those involved including bystanders.

Conflicts or fights between equals or single incidents are not defined as bullying.

Types of bullying

Bullying takes on many forms and can include any combination of the following:

- **Verbal** such as rude remarks, teasing, put downs, insults, name calling, threats or abusive phone calls
- **Physical** such as hitting, pushing, punching, tripping, scratching, spitting, kicking or property damage
- **Social** such as exclusion, alienating, making inappropriate gestures
- **Psychological** such as spreading rumours intentionally, making degrading comments about another's culture or social background, hiding or damaging possessions, sending malicious SMS, email messages and inappropriate content via social media, including shared images.



Who is responsible?

Everyone has a shared responsibility to reduce aggression in our society.

- No-one likes it
- No-one deserves it
- No-one needs it
- So always report it

Kings Langley Public School promotes Positive Behaviours for Learning (PBL) and encourages respectful relationships among all members of the school community.

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 community.

School Staff have a responsibility to:

- respect and support all students in all aspects of their learning
- model and promote appropriate behaviour
- respond in an appropriate and timely manner to incidents of misbehaviour and/or bullying according to the school Anti-bullying Plan
- embed anti-bullying strategies as part of the curriculum

Students have a responsibility to:

- behave appropriately, respecting individual differences and diversity
- behave as responsible digital citizens
- follow the school Anti-bullying Plan, including PBL
- behave as responsible bystanders
- report incidents of bullying according to KLPS 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 help their children understand bullying behaviour
- support their children to develop positive strategies to respond to bullying through the Anti-bullying Plan
- report incidents of school related bullying to the school and encourage students to do the same
- working collaboratively with the school to resolve incidents of bullying should 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

Protection

The school understands that bullying can come in many forms, including cyberbullying. Regardless of what form it takes, bullying can have a detrimental impact on the wellbeing of students. It is important that the school and its community have a clear understanding as to what constitutes bullying as different to student experiencing conflict, social difficulties, or simply not getting on.

The commitment to reducing incidents of bullying is a responsibility shared by the entire school community. The positive relationship Kings Langley Public School has with its parent community and staff is vital in ensuring the safety and happiness of its students.

Prevention

Kings Langley Public School has a number of strategies and programs to take all reasonable steps to prevent bullying. Throughout the year, as part of the PD/H/PE program, students complete activities from the Bounce Back Program, which is designed to build resilience and develop in students strategies to identify and respond appropriately to bullying-type behaviours.

Kings Langley Public School's Code of Conduct and the implementation of the PBL initiative is predominantly about promoting positive behaviour for learning within the school and valuing each student. PBL data is regularly monitored to determine any trends of student behaviour that may indicate bullying. This will then be addressed in any number of ways, including a referral to LST, communication with parents, implementation of targeted action or intervention for the student demonstrating bullying behaviours and/or the victim of these behaviours.

Our Police Youth Liaison Officer comes to the school annually and speaks with Stage 3 students about cyberbullying and what appropriate actions to take.

Kings Langley Public School regularly communicates with the school community to promote positive behaviour and anti-bullying messages, including PBL strategies and information about the NSW anti-bullying website.

Kings Langley has close links with local high schools to provide additional support for Year Six students who are identified as being at risk of difficulties with social relationships in their transition to Year Seven as well as visits from high schools to discuss wellbeing issues for all students.



Early Intervention

As well as receiving an overview of PBL in Term One of each school year, parents are invited to the school to a grade information session which involves many topics, including Student Wellbeing. Kindergarten teachers have interviews with parents prior to commencement and wellbeing is a major focus. **Parents and students are advised to speak to the classroom teacher in the first instance if they have experienced any bullying behaviour (add this to newsletter).**

If a student is identified as being at risk of developing long term difficulties with social relationships, or have been identified as having previously experienced bullying or engaged in bullying behaviour, that child may be referred to the school's Learning and Support Team (LST). A range of strategies, from behavioural/cognitive assessment, individual behaviour plans or referral to outside agencies may be recommended.

Response

Students, including bystanders, are encouraged to report any inappropriate behaviour including bullying immediately to the teacher on duty or classroom teacher. The teacher will then deal with the behaviour under the guidelines of PBL. If it is deemed bullying-type behaviour, a member of the School Executive will be informed through the PBL referral forms. Parents will be contacted, if there is a repetition of such behaviour.

Parents are encouraged to report any incidences of bullying that their child has been involved in or has witnessed to the school. This will be followed up by a member of the School Executive who will speak with all students involved and provide the parent with timely feedback.

Students who have been involved in multiple bullying incidents will be referred to the LST. Other interventions, depending on each individual case, may also involve referral to the Anti-Racism Contact Officer (ARCO), referral to departmental and/or outside agencies, The Child Well Being Unit, behaviour guidance programs, time out from the class or playground, and in extreme cases, suspension.

Students who have witnessed bullying may also require support, such as counselling, and this will be done on an individual needs basis.

Incidents such as assaults or threats which far exceed the school's PBL structure will be reported to the police by the principal.

Parents who are dissatisfied with the school's response may choose to make a complaint to the Department of Education. The Department's Complaints Handling Policy is on the website www.schools.nsw.edu.au

This Anti-Bullying Plan will be regularly monitored and reviewed every three years, gaining feedback from staff, students and the community.

Additional Information

The Police Youth Liaison Officer is John Bollard who can be contacted at Riverstone Police Station on 9838 2199. The Police Assistance Line is 131 444.

The Kids Helpline is 1800 55 1800.



Principal's comment

This Anti-Bullying Plan follows very closely the guidelines determined by the Department of Education. It is one part of Kings Langley Public School's overall student wellbeing policy which has an overriding philosophy of promoting, engaging and rewarding positive interpersonal relationships.

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