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# School Anti-Bullying Plan

# Our School Anti-Bullying Plan



Aug 2020

We believe that Kangaroo Inn Area School should be a safe place in which to work and learn where **bullying** will not be tolerated. We all have the right to be safe.

We believe -

- Everyone has the right to be treated as a worthwhile individual
- Staff and students have a right to operate in a bully free and harassment free environment
- Staff and students need a framework for dealing with bullying and harassment
- Our school community operates best when it is supportive, tolerant and respectful

## DEFINING BULLYING BEHAVIOUR

**Bullying** is the repeated abuse of power, where a person or group uses behaviour to **hurt, upset, scare** or **shame** another person. **Bullying** at school can involve students, staff and parents. **Bullying** refers to targeted and repetitive actions, not a single incident.

**Bullying can take many different forms including -**

**Physical** - hitting, pushing, touching, rubbing, grabbing, spitting, taking or damaging property, using a weapon

**Sexual** - any unwelcome written, verbal or physical contact of a sexual nature

**Verbal & Written** - spoken or written insults, threats, suggestive comments, name-calling, unfair criticism, rumour spreading

**Face & Body Signals** - looks, stares, facial expressions, hand signals

**Cyber** - using emails, voice & text messages, photographic & video images, social media comments

**Graffiti** - using pictures, tags or words

**Group** - forming groups to leave out, ignore or demonstrate disrespect

**Indirect** - influencing or organising someone else to bully or harass

## PREVENTION

The implementation of this Anti-Bullying policy will address any incidence of bullying at Kangaroo Inn Area School, provide a framework for action and explicitly state the responsibilities of all stakeholders in the school community.

Prevention will include the following whole school strategies

- Be You programs in the primary and secondary areas which will be integrated into class programs and operate as stand alone programs to address specific needs as they arise
- Implementation of the KIAS Code of Conduct – STRIVE (see attached)
- Regular review of the KIAS Values as developed by the school community - updated 2018
- Modelling respectful and inclusive relationships at all levels of schooling and in all circumstances

## EARLY INTERVENTION

Students who are identified as being at risk of developing long-term difficulties with social relationships and those students who are identified at or after enrolment as having previously experienced bullying or engaged in bullying behaviour are initially monitored in class by the class teachers and the Primary and Secondary Coordinators.

Concerns may be raised at Staff Meetings in the 'Students At Risk' segment or with the Coordinators / Principal where any of the following action could occur -

- Positive class intervention programs / strategies to support the student
- Part / whole staff intervention program is developed
- Parents / caregivers are notified
- Students are referred to support personnel located at the Department for Education (DfE) Limestone Coast Office

## RESPONSE

### Step 1 Informing

Kangaroo Inn Area School will ensure the school community has access to current information about bullying and develops an understanding about what constitutes bullying.

- NSW Education Department statement on Preventing and Responding to Bullying in Schools -2011 (see attached)
- Regular newsletter information
- Class programs and training and development

### Step 2 Empowering

Kangaroo Inn Area School are implementing the following strategies to empower the whole school community to recognise and respond appropriately to bullying, harassment and victimisation, and behave as responsible bystanders

- Exploring and signing the Kandisteg Declaration (see attached)
- DfE Cybersafety / Use Agreement (see attached)
- Brochures detailing processes are given to families and students

## Step 3 Responding

Kangaroo Inn Area School will approach incidences of bullying with sensitivity and in a timely manner.

- The KIAS Grievance and Student Wellbeing policies detail the process for reporting and dealing with bullying incidences (see attached)
- Intervention strategies may include counselling for students who are bullied, who bully (applying consequences as necessary) and for bystanders, conferences & agreements to support safety & respect, assertiveness & conflict management skills, talking with parents/caregivers, suspension and reporting to police
- Parents will be informed of incidences involving their child by staff through a note or phone call
- Bullying incidences are recorded by staff and the Coordinators input the information onto the Department of Child Development central database where data can be collated on an annual basis to determine trends and address these as necessary
- Any incident involving threatening behaviour, violence or abuse will be reported to police as recommended by the DfE for students over 10 years of age
- Where child safety is a concern, staff may contact outside organisations
- Policies for Anti-bullying, Grievance and Student Wellbeing are reviewed and updated regularly, ratified yearly by the KIAS Governing Council and located on the school website

## Step 4 Review

Kangaroo Inn Area School will seek feedback annually about the policy and its effectiveness through

- Annual DfE parent, staff and student surveys

## **ADDITIONAL INFORMATION**

Limestone Coast Education Director

Ph 87245300

Department of Child Development Parent Complaints Unit

Ph 1800 677 435

## **Support Organisations**

Child and Adolescent Mental Health Service (CAHMS)

Ph 87247055

Kids Help Line Ph 1800 55 1800

Parent Help Line Ph 1300 364 100

Families SA Ph 1800 800 747

Centrecare Ph 8724 9229

## **Support Websites**

[www.beyou.edu.au](http://www.beyou.edu.au)

[www.bullyingnoway.com.au](http://www.bullyingnoway.com.au)

[www.cyberbullying.info](http://www.cyberbullying.info)

[www.bullying.com.au](http://www.bullying.com.au)

[www.cybersafetysolutions.com.au](http://www.cybersafetysolutions.com.au)

[www.kidshelpline.com.au](http://www.kidshelpline.com.au)

## **SCHOOL CONTACT INFORMATION**

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# 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.