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 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.

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

Our 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.

Our school anti-bullying policy can be accessed from the school office and also on the internet.


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

Randwick Public School aims to provide quality education for all students, taking account of their age, background, ability and interests. Student welfare is enhanced when all members of the school community work together in harmony, participating in the learning program, as well as in the general life of the school.

Randwick Public School rejects all forms of bullying and any inappropriate behaviour that interferes with the teaching, learning and well being of students. All members have a shared responsibility based upon mutual respect to create a climate for effective learning, free from all forms of bullying.

Protection

Randwick Public School evaluated bullying protection strategies for students by:

- Sharing with the school community at the beginning of year parent presentations, in the school newsletter and on the school website what constitutes bullying and the different types of bullying behaviour including cyberbullying. The community was given opportunities to feedback to teachers and school executive verbally during these sessions and also afterwards via an electronic survey.

- Implementing with staff, the new anti-bullying procedures developed to ensure a timely, effective, fair and proactive response to any incident. Staff were given the opportunity to evaluate and report back to the anti-bullying team, suggesting further adaptations to the model.

- Developing and implementing the White Ribbon Initiative to empower the whole school community to recognise and respond appropriately to bullying, harassment and behave as responsible bystanders. The success of this program and annual event was evaluated by the attendance and engagement of the entire school community and the number of anti-violence pledges made at the Dads and Kids Breakfast BBQ.

Our evaluation showed:

- More consistent and effective engagement with the school community with the intention of delivering the anti-bullying / anti-violence message; and

- Increased reliability and consistency in reporting and managing bullying incidents at teacher and executive level.

The Key Protection strategies are:

- developing a shared understanding of bullying behaviour that captures all forms of bullying including cyberbullying

- developing a statement of purpose that outlines individual and shared responsibilities of students, parents, caregivers and teachers for preventing and responding to bullying behavior

- maintaining a positive climate of respectful relationships where bullying is less likely to occur

These strategies will be further evaluated in the coming year by undertaking a whole school anti-bullying survey in 2014

Prevention

Randwick Public School evaluated bullying prevention strategies by:
• Stage teams reviewing the Bounceback resilience program and suggesting lesson adaptations specific to the needs of students.
• Reviewing the school leadership continuum to identify opportunities to develop peer leadership assertiveness, conflict resolution and communication skills in students;
• Identifying students requiring intervention and support at weekly staff communication meetings and teacher stage meetings with professional discussion undertaken about the effectiveness of prevention strategies used with the student; and
• Implementing a beginning of year procedure where all classes and students undertake learning activities to ensure students know and understand what behaviour is acceptable at school, based upon the Student Welfare Policy and Fair Discipline Code

Our evaluation showed:
• A more flexible and responsive approach to program and lesson planning was required in order to address the needs of students in terms of anti-bullying. This resulted in the introduction of an anti-bullying component in term 1 and anti-violence and cyberbullying components in terms 3 and 4.
• An opportunity to develop a Year 4 to Year 5 Leadership program which resulted in the development of the playground program ‘Randwick Helping Hands,’ launching in 2013; and
• The development of a shared understanding amongst teachers of more specific steps that are needed to support students.

These strategies will be further evaluated in the coming year by:
• Continuing the annual review procedure of the Bounceback program so that it remains relevant and responsive to student and school needs;
• Identifying students at enrolment as having experienced bullying or engaged in bullying behaviour, through parent communication and student record management; and
• Undertaking the whole school anti-bullying survey in 2014

Randwick Public School evaluated early-intervention bullying procedures by:
• Encouraging teachers to discuss the bullying reporting procedure with students, following up with feedback requests in weekly staff communication meetings;
• Notifying parents of the procedure to follow, if they become aware of a problem;
• Supporting teachers to report bullying to their stage supervisor so that records may be kept and shared; and
• Involving the whole school with a focus on Stage 3 students in the White Ribbon anti-violence programs so awareness is developed in students.

Our evaluation showed:
• More consistent and regular discussion with classes about the procedure to follow if a bullying situation arises;
• Better communication between parents and class teachers when bullying occurs; and
• Students developing recognition of different types of violence and negative behaviour that are rejected by the community.

These strategies will be further evaluated in the coming year by:
• Undertaking the whole school anti-bullying survey in 2014;
• Incorporating reporting as a standard item in weekly staff communication meetings.

Response

Randwick Public School evaluated its response to bullying by:
• Monitoring incidences of and responses to bullying in grade, stage, staff and executive groups;
• Utilizing Edupro to record all bullying incidents, thus creating a set of data to monitor changes in behaviour and response; and
• Utilizing Learning Support Team procedures and accessing the team to gain insights into student behaviour and possible response strategies to students.

Our evaluation showed:

• More consistent application of the recommended response, using suggested strategies;

• Increased student awareness of how incidences of bullying will be managed; and

• Full utilization of Edupro by school executive in recording incidences of poor behaviour or bullying assists in identifying patterns for early intervention.

These strategies will be further evaluated in the coming year by:

• Undertaking the whole school anti-bullying survey in 2014

Additional Information
Randwick Public School plans to review and undertake its whole school, staff and community survey in 2014.

This information will then be used to focus our community consultation process in order to update our school’s anti-bullying and student welfare policy.

As in 2011, a team consisting of teacher and community representatives will meet to develop the plan in line with student, school and community needs.

Principal’s comment
Randwick Public School, its’ students, parents, staff and general community, have a strong commitment to maintaining and strengthening a school culture where diversity is embraced.

Respectful relationships at all levels of the organization, explicit teaching about protection, prevention and early intervention to students and information to parents and a rapid response to all reported incidents, are considered to be the keys to achieving a safe, caring and welcoming environment for all.

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