

Anti Bullying Policy



2018

Other related policies and information that need to be read and adhered to with this policy

Kempsey East PS 2018 Anti-bullying plan

Bullying of Students prevention and response policy

<https://education.nsw.gov.au/policy-library/policies/bullying-of-students-prevention-and-response-policy>

NSW Anti-bullying website <https://antibullying.nsw.gov.au/>

Code of conduct

Complaints handling policy

Student discipline in government schools policy

Work Health and Safety policy

Bias-based bullying factsheet

1. Policy Statement

Kempsey East Public School is a school community that rejects all forms of bullying behaviour including online (cyber) bullying. We work together to provide an environment that is safe and inclusive and promotes student wellbeing.

The department of education and Kempsey East PS;

- has a behaviour code for students that requires students to be inclusive and respectful all students, teachers, school staff and community members. For further information please refer to Kempsey East PS Student Discipline and Behaviour Management Policy.
- encourage a high level of parental and community engagement to improve student attendance, engagement, learning and behaviour.
- revises and implements the anti-bullying plan and displays this on the school website.
- recognise bullying as the intentional misuse of power in a relationship. This behaviour is ongoing and repeated, and involves behaviours that can cause harm.
- bullying behaviour can also involve intimidation, victimisation and harassment, both online and offline.
- encourage school staff, parents and carers, volunteers and contracted staff to refer to the NSW anti-bullying website for resources for identifying, preventing and responding to student bullying.
- recognise that preventing and responding to bullying is a shared responsibility for all school staff, parents and carers, volunteers and contracted staff.
- support school staff by providing ongoing professional development to discourage, prevent, identify and respond to student bullying behaviour.
- any reports of student bullying are addressed in a timely manner by school executive and school staff.
- encourage students and parents or carers to refer the matter to the school principal (or delegate) for resolution if they believe a bullying incident is not being dealt with effectively. If they still have concerns, and would like further advise, they can contact the Learning and Wellbeing Officer at Port Macquarie office. If the matter is still not resolved they can contact the Director of Public Schools at the Port Macquarie office who will follow the complaints and handling policy.
- expect staff to administer first aid and report the incident to the incident reporting and support hotline on 1800 811 523 when there is any act of physical violence.

2. Audience and Applicability

- This policy applies to all student bullying behaviour both at school and online bullying. It also applies to online bullying behaviour that happens outside school hours and off the school site where there is a clear and close connection to the school.

3. Context

- Kempsey East PS must comply with NSW Education Standards Authority and will provide a safe, inclusive and supportive environment for all students.
- We prevent and respond to student bullying behaviour through teaching and learning programs across the key learning areas including Self and Relationships strand of the Personal Development, Health and Physical Education curriculum.
- This policy refers to incidents of student bullying. For all staff bullying please refer to the Kempsey East PS Work, Health and Safety Policy.

4. Responsibilities and Delegations

Teachers

- will maintain a safe, inclusive and supportive learning environment.
- model and promote appropriate relationships and behaviours
- promote a school culture where bullying is not acceptable and teach students to identify, report and respond to bullying at school and online.
- manage reports of bullying and escalate matters to the Principal when necessary.

Non teaching staff

- will report any bullying to a teacher or school executive member.

Principal (or their delegate)

- will complete a bullying plan each year and display this on the schools website.
- promote a positive school culture which includes respectful relationships and identify patterns of bullying and implement an action to respond.
- manage complaints about bullying in accordance with the NSW DET Complaints and Handling Policy

Director of Public Schools

- manage complaints about how the school has responded to a report of bullying in accordance with the NSW DET Complaints and Handling Policy.
- assist the school to implement the anti-bullying plan to meet the needs of the community.

5. Monitoring, evaluation and reporting requirements

- The principal reviews the Anti-bullying Plan every year and revises the policy in line with NSW DET policy requirements.