CANLEY HEIGHTS P.S. ANTI-BULLYING POLICY

Canley Heights Public Schools is an inclusive environment, where diversity is affirmed and individual differences are respected. Quality education is provided for students to meet their learning needs in a secure, ordered and supportive environment. The focus of quality education is for students to learn and grow with confidence. Students develop best in an environment where teaching and learning occur in a context of student welfare. The wellbeing, safety and health of students inform school policies, programs and practices. Partnership with parents, caregivers, students and the wider community is central to the success of this process.

Policy Statement

Canley Heights Public School exists in a society where intimidation and harassment occur. Bullying must be taken seriously and is not acceptable in any form. Students have the right to expect that they will spend the school day free from the fear of bullying, harassment and intimidation.

Bullying;

- devalues, isolates and frightens
- affects an individual's ability to achieve
- has long-term effects on those engaging in bullying behaviour, those who are the subjects of bullying behaviour and the onlookers or bystanders.

Teachers, students, parents, caregivers and community members of CHPS have a responsibility to work together to address bullying.

Bullying behaviour

Bullying can be defined as intentional, repeated behaviour by an individual or group of individuals that causes distress, hurt or undue pressure.

Bullying involves the abuse of power in relationships. Bullying can involve all forms of harassment (including sex, race, disability, homosexuality or transgender), humiliation, domination and intimidation of others.

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.
A statement of purpose

Students attend school to participate in quality education that will help them to become self directed, lifelong learners who can create a positive future for themselves and the wider community.

Any inappropriate behaviour that gets in the way of teaching and learning at the school and interferes with the wellbeing of students cannot be accepted.

Students, teachers, parents, caregivers and members of the wider school community have a shared responsibility to create a safe and happy environment, free from all forms of bullying.

Students, teachers, parents, caregivers and members of the wider school community can expect;

- that students will be safe at school, free from fear of bullying, harassment and intimidation
- to know what is expected of them and others in relation to the Anti-bullying Plan
- that students will be provided with appropriate support when bullying occurs.

Students, teachers, parents, caregivers and members of Canley Heights school have a responsibility to;

- promote positive relationships that respect and accept individual differences and diversity within the whole school community
- contribute to the development of the Anti-bullying Plan and support it through words and actions
- actively work together to resolve incidents of bullying behaviour when they occur.

Students can expect to;

- know that their concerns will be responded to by school staff
- be provided with appropriate support (for both the subjects of and those responsible for the behaviour)
- take part in learning experiences that address key understandings and skills relating to positive relationships, safety, gender equity, discrimination, bullying and harassment. These experiences will be guided by the Personal Development, Health and Physical Education syllabuses and other Key Learning Areas.

Students have a responsibility to;

- behave appropriately, respecting individual differences and diversity
- follow the school Anti-bullying Plan
- respond to incidents of bullying according to their school Anti-bullying Plan.

Parents and caregivers have a responsibility to;

- support their children in all aspects of their learning
- 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
- support all students of the school to deal effectively with bullying through the strategies of the Anti-bullying Plan.
The School has a responsibility to:
- inform students, parents, caregivers and the community about the School Discipline Code and Anti-bullying Plan
- provide students with strategies to respond positively to incidents of bullying behaviour, including responsibilities as bystanders or observers
- provide parents, caregivers and students with clear information on strategies that promote appropriate behaviour, and the consequences for inappropriate behaviour
- communicate to parents and caregivers that they have an important role to play in resolving incidents of bullying behaviour involving their children
- follow up complaints of bullying, harassment and intimidation.

Teachers have a responsibility to:
- respect and support students in all aspects of their learning
- model appropriate behaviour
- respond in an appropriate and timely manner to incidents of bullying according to the school Anti-bullying Plan.

Strategies to prevent bullying
Canley Heights school will teach the skills and understandings that will lead to eliminating bullying behaviours. These strategies will;
- be taught across key learning areas
- be reinforced consistently through school practices that promote respectful relationships.
- empower the whole school community to recognise and respond appropriately to bullying and harassment
- contribute to the general health and wellbeing of all students.

Strategies to deal with bullying
The school will deal with bullying quickly and effectively. Strategies for dealing with bullying will be described clearly in the Anti-bullying Plan and implemented consistently by school staff. Strategies for dealing with bullying will be linked to the School Discipline Policy and encompass the range of options available to deal with unacceptable behaviours, including suspension and expulsion. In dealing with bullying behaviour, CHPS recognises the repeated and recurring nature of bullying and will respond more strongly to patterns of repeated offending.

The Anti-bullying Plan will include specific strategies for;
- reporting (by students, parents, caregivers and teachers)
- intervening (by students, parents, caregivers, teachers and other school staff)
- accessing help and support (by students, parents and caregivers)
- professional learning (for teachers and other school staff).

Monitoring, Evaluation and Reporting Requirements
The Anti-bullying Plan will be reviewed on an annual basis, so that all members of the school community are aware of and remain committed to it. The Plan will reflect the current teaching and learning practices at the school. The review will provide opportunities for reflection and renewal.

Strategies to review the school Anti-bullying Plan include;
- gathering and analysing all relevant information on the nature and extent of bullying and harassment, including data that highlights patterns and trends, such as suspension data
- evaluating the extent to which the school’s Anti-bullying Plan has been effective in addressing bullying and harassment and promoting a safe and secure environment.