

## Anti-bullying Plan



**SYDNEY CHILDRENS HOSPITAL SCHOOL**



# 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.

Sydney Children's Hospital School promotes respectful, positive relationships that values the individual differences of our students. We promote positive and respectful relationships through effective classroom and playground management. Our staff and school is committed to ensure a safe and equitable learning and work environment where bullying will not be tolerated.

Our anti bullying policy aligns with NSW DoE policies and procedures:

### Bullying: Preventing and Responding to Student Bullying in Schools

## Our School Anti-Bullying Plan

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 Anti-Bullying Plan – NSW Department of Education and Communities

### Statement of purpose

To promote a positive culture throughout our school that aims to protect students and staff from bullying wherever possible.

### Protection

Sydney Children's Hospital School is an inclusive, nurturing environment where both diversity and individual difference is respected and valued.

By delivering quality education and personalised learning, student learning needs are met in a safe and supportive environment. Teaching and learning programs are inclusive of academic and wellbeing goals,

where the safety and health is considered at all times and is reflected in school policies and practices.

Inappropriate student behaviour must be addressed quickly so that teaching and learning is not affected. All students, teaching and health staff have a shared responsibility to create a safe and happy environment where students are free from all forms of bullying.

Our school recognises bullying as repeated physical, verbal, social or psychological behaviour that harms another person. We also recognise cyber bullying as bullying via information and communication technologies. All students sign contracts before using any technology in class or ward environment. It states that they will not participate in cyber bullying and if they see it that they will report to a teacher.

It is a shared responsibility of all education staff, students and families to respond to and prevent bullying behaviour.

### Prevention

It is the Principal's responsibility to ensure the school implements the Anti-bullying plan. All school staff have the responsibility to:

- Collaboratively develop, monitor and implement strategies that demonstrate anti-bullying behaviours
- Maintain a positive climate of respectful relationships where bullying is less likely
- Empower the whole school community to recognise and respond appropriately to bullying, harassment, victimisation and to behave as responsible bystanders
- Promote government anti-bullying messages in both ward and classroom discussions and refer to anti-bullying messages.

### Early Intervention

Posters will be promoted around the school, in classrooms and the wards. Advice and access to resources can be provided to anyone that may require information.

All school staff have the responsibility to:

- Develop and implement intervention support for those students who are identified, at or after enrolment, as having previously experienced bullying or engaged in bullying behaviours
- Notify the census school and families of bullying behaviour or disclosures about bullying that may have happened during their time in hospital.

Current procedures for reporting bullying identify that the teacher will record an incident of bullying in the wellbeing section of Synergy for the victim and perpetrator. If the bullying behaviour was recurring or of a severe nature, this will be reported to the Principal of both Sydney Childrens Hospital School and the census school. In 2018 this information will be recorded in Synergy outlining the incident, action taken by teacher, student and communication to parents.

Procedures for acting on bullying behaviour need to be immediate with teachers, parents/carers and the principal involved where deemed necessary. The teacher or principal will contact parents/carers the same day or next school day.

Contact for all students is made initially by administrative staff and information from the census school is provided detailing any concerns about student wellbeing, including bullying, prior to enrolment. Identified students will meet initially with the principal and case manager (teacher) regarding any concerns about bullying and to identify strategies to support the student.

Posters are displayed in all classrooms to reinforce the message of no bullying behaviours. The posters will be referred to by the teacher and

assist students identify inappropriate behaviours. Students who witness bullying behaviours will be encouraged to report to the teacher and may be counselled informally by the teacher. Students may be referred to the Learning Support Team for further assistance.

Our school will refer to department procedures for serious threats and intimidation. Refer to the [Incident Notification and Response Procedures \(PDF 97 KB\)](#) for details about incident notification.

Parents and carers will be provided with information regarding complaints and appeals and provided with a copy of the complaints handling policy when requested.

Information is recorded in student records in Synergy. Records regarding ongoing bullying behaviour is communicated to census schools before discharge from the hospital. Teachers will report any serious incident of concern to the principal. A report may need to be made by the principal to the Child Wellbeing Unit or Family and Community Services.

Our school will promote and publicise the Anti-bullying Plan via the school website and community notice board. This plan is to be reviewed every three years. We will report on this policy in our annual school report each year.

#### Additional Information

Eastern Suburbs Police Youth Liaison Officer contact number: 9349 9297

The Kids Helpline contact details: 1800 551 800

<http://www.kidshelpline.com.au/>

<http://www.bullyingnoway.gov.au/>

#### Principal's comment

This plan was developed by:

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