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.

This plan was developed by school executive, with consultation with school staff and P&C Association.

This plan has been developed through the following process;

- Draft plan developed by school executive.
- Draft plan presented to school staff and P&C
- School community informed of plan through school newsletter and invited to comment
- Draft plan modified following consideration of community comment
- Plan presented to school staff for ratification
- Plan presented to P&C for ratification
- Plan will be reviewed annually in November by school executive and presented to school staff and P&C for ratification

Statement of purpose

Pitt Town PS provides an inclusive environment, where diversity is affirmed and individual differences are respected. We provide a quality education for students to meet their learning needs in a secure, ordered and supportive environment.

We exist in a society where intimidation, harassment and victimisation 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, intimidation and victimisation.

Protection

Bullying is defined as intentional, repeated behaviour by an individual or group of individuals that causes distress, hurt or undue pressure. It can take place face to face or through information and communication technologies.

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

The core business of Pitt Town PS is the provision of quality education. Any inappropriate behaviour that gets in the way of teaching and learning at the school and interferes with the wellbeing of students will not be accepted.

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, intimidation and victimisation
- to be involved in the collaborative development of the school Anti-bullying Plan
- to know what is expected of them and others in relation to the Anti-bullying Plan
- that all students will be provided with appropriate support when bullying occurs.

Students, teachers, parents, caregivers and members of the wider school community 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)
- participate 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:

- develop an Anti-bullying Plan through consultation with parents, caregivers, students and the community, which clearly identifies both the behaviours that are unacceptable and the strategies for dealing with bullying in the classroom and playground
- inform students, parents, caregivers and the community about the School Discipline Code or School Rules 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, intimidation and victimisation

Staff 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.

All instances of bullying will be dealt with quickly and effectively in line with the School Discipline Policy, and notified to the school executive.

Anti-bullying will be modelled in all class rooms through class rules and teaching programs.

**Prevention**

Pitt Town PS has a clear message that bullying in all forms is unacceptable. This is reinforced through antibullying lessons and lessons to build resilience that are delivered as part of PDHPE. A clear understanding of what bullying is, its affects and how it can be prevented is essential to eliminating this type of behaviour.

This clear message is reinforced through modelling by all staff members.

**Early Intervention**

All community members are encouraged to report any behaviour that they think is a form of bullying to the school. These reports may be made by students, parents or members of the community. Staff members will also deal will any bullying behaviours as they arise by offering support and counsel to all parties involved in any allegations. If any student has behaved inappropriately the school discipline policy will be applied.
Response

This anti-bulling plan is publicly available. The school will also provide information on the definition of bullying and strategies to reduce and cope with bullying behaviours though newsletters and information sessions.

Any allegation of bullying needs to made to a member of the teaching staff as soon as practical. This report can be made by a student, parent, family or community member.

Any allegation of bullying behaviour will be investigated and the person making the allegation will receive notification of the investigation as soon as possible, usually within 24 hours. Where the allegation is made by a students the parents of the student may also be contacted.

Where the investigation concludes that bullying behaviour has taken place the parents of the student carrying out the bullying behaviour will be contacted.

In circumstances where bullying behaviour involves the use or threatened use of a weapon police will be contacted. In all other circumstances the school will follow the advice of Safety and Security Directorate.

School executive will monitor substantiated allegations of bullying and for any patterns in location, time or students involved and will refer these to the school learning support team. This plan will be made available to the school community through the school website and will be reviewed every two years.

Additional Information

Police Youth Liaison Officer 45874099

Review Committee

Michael Miller – Principal
Mike Cooper – Assistant Principal
Louise Roeder – P&C President

School contact information

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