



TRUNDLE CENTRAL SCHOOL

Croft St, Trundle NSW 2875

A school that provides a professional, stimulating and challenging learning environment

Amended 9/11/2015

Rationale

Trundle Central School accept our responsibilities within our duty of care to provide a safe and positive learning environment for all students. All staff recognises the serious nature and the negative effects of bullying and harassment at school on both the personal development and the academic progress of students.

We adopt a holistic approach, involving students, staff and parents/care givers as this is the most effective way to address bullying and harassment issues. We also believe that it is every staff member's responsibility to actively participate in anti-bullying programs and activities as well as to be vigilant in recognising, acting on, reporting and documenting bullying and harassment in schools.

This policy incorporates all forms of bullying; direct e.g. name calling, indirect e.g. spreading rumours, physical and cyber-bullying e.g. texting, email and social networks.

Program Aims

- To ensure the school is a safe and happy environment for all students, parents and staff
- To build a strong, supportive and cooperative culture, so that bullying and anti social behaviour is not acceptable under any circumstances
- Implement proactive strategies that teach students to work and play harmoniously in the classroom and playground
- To provide positive strategies for parents, teachers and students
- To develop a culture of students as teachers in regards to socially acceptable behaviour.

Whole School Strategies

- Establish and implement a clear plan regarding all bullying behaviours
- Ongoing research and analysis of information provided by staff, students and parents to identify issues
- Strong SRC involvement with class meetings held regularly
- Continuing Mediators Program and Secondary Boys Initiative Program.
- A pastoral care program being implemented in Stage Meetings
- Regular articles in the newsletter relevant to anti bullying/harassment
- Distribute Anti bullying plan annually to parents, staff and to parents of new enrolment
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- Regular professional learning for staff on anti-bullying plan, strategies and programs
- The K-12 Welfare & Discipline policy should be adhered to when dealing with students involved in bullying.
- Implement a whole school program based on building resilience
- Bi-annual school reviews to continue to highlight the effects of bullying and determine the extent.



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Classroom Strategies

- Anti-bullying strategies are practised and reinforced by each teacher in the classroom
- Continue existing programs and implement further programs to encourage a cohesive friendly environment.
- Implementation of programs in partnership with Departmental officers and NGO's that encourage interaction between different age groups
- Discussing harassment and anti bullying issues as they occur or at an appropriate time
- Anti bullying lessons are taught in the PD/H/PE & English/Drama KLA's
- Anti bullying issues are addressed across other KLA's where the curriculum provides the opportunity
- Incorporate building resilience strategies in classrooms
- Strengthening of partnerships between students and staff through shared experiences.
- Introduction of the well-being unit strategies and documentation

Reporting

- Students, parents, caregivers and teachers should report incidents of bullying. Ideally the reports should be made as soon as possible, to an appropriate person.
- Students should report incidents of bullying to their parents or caregiver, their teacher or their Stage Co-ordinator.
- Teachers should report incidents of bullying to the Assistant Principal, the Head Teacher or the Principal. All incidents of bullying must be documented.
- Parents and caregivers should report incidents of bullying to a teacher, the Assistant Principal, the Head Teacher or the Principal.
- Students who witness incidents of bullying should report the incidents to a teacher.

Intervention

- Teachers must act upon bullying immediately and discuss inappropriate behaviour with students involved.
- Students should report incidents of bullying to their parents or caregiver. Parents need to discuss the bullying incident with their children and report concerns to the school so it can be dealt with appropriately.
- It is essential that when bullying has been reported, observed or witnessed that appropriate action is taken. All incidents of bullying should be reported to the Assistant Principal, the Head Teacher or the Principal. All incidents of bullying must be documented.
- Mediation led by Assistant Principal, Head Teacher or Principal will occur when appropriate.
- Where necessary, referrals can be made to the school counsellor or other regional support personnel.



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Other Suggested Intervention Strategies

- Time-Out (cooling off period, removal from situation)
- Discuss incident with the student/s and devise, with student input, alternative solutions.
- Document incident and action taken (day book/diary/incident report)
- Student writes a report of the incident, documenting alternative solutions.
- School student Management Policy Procedures will be implemented for repeat offenders.
- Serious incidents will be referred to police for mediation or other possible action.
- The SRC will have a proactive role as mediators in minor disputes.

Accessing Help and Support

- Students, parents or caregivers should access help and support from the teacher, Stage Co-ordinator, Assistant Principal, Head Teacher, Principal or School Counsellor.
- The
- Parents need to be aware that they may appeal if they consider that the correct procedures have not been followed. The D.E Complaints Handling Policy outlines the procedures, for further information parents should contact the Principal.

Evaluation

- Ongoing evaluation of surveys from the whole school community
- Annual evaluation of anti bullying policy and programs
- Annual Anti bullying and harassment incident audit