

Lawrence Hargrave School

Anti-bullying policy 2023

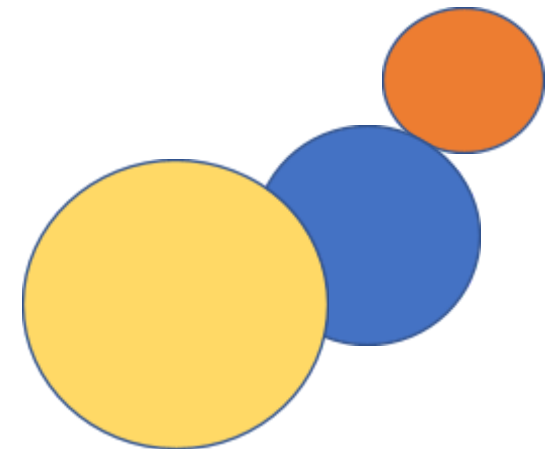
School contact information

Lawrence Hargrave School

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What does Bullying look like and how do we address it?

The NSW Department of Education 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.

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 Training.

Staff from Lawrence Hargrave School have written this anti-bullying plan with consultation from various representatives of the community and other agencies which are relevant to our students. This process was determined to be the most appropriate method in order to meet the needs of our students and the values of our community.

Statement of purpose

The Department of Education policy position is that bullying behaviour in schools should be addressed proactively, as central to a school's duty of care to provide safe and supportive conditions for student learning and well-being.

Bullying behaviour is recognized to be a whole community concern. We have encouraged members of the community to be a part of preparing our approach to dealing with this bullying behaviour. School's duty of care requires that a preventive, whole school approach be actively undertaken.

Developing the necessary skills and competencies across all areas of the curriculum to prevent bullying attitudes within school and enable students to deal effectively with any bullying incidents that arise. Ensuring that the school's Student Code of Conduct and Student Wellbeing outlines procedures for maintaining safe and supportive environments that cater for all students without discrimination.

Where there are incidents of bullying, they must be responded to promptly according to the school discipline policy.

The School Discipline policy should include anti-harassment and anti-bullying strategies. Its aim is to promote positive student behaviour, prevent antisocial behaviour, encourage care, courtesy and respect for the rights of others and promote positive student behaviour in a secure and purposeful learning environment. The purpose of this plan is to build a strong supportive culture, so that bullying behaviour is not acceptable under any circumstances.

Protection

There is a chance that students may be exposed to bullying and other forms of bullying behaviour. This behaviour could include cyber bullying. Cyber bullying can include:

- Receiving abusive emails or texts.
- Receiving unkind messages or inappropriate images being posted on social networking sites.
- Being excluded from online chats.

Like other forms of bullying such as verbal abuse, social exclusion and physical aggression; cyber bullying may result in the targeted person developing social, psychological and educational issues.

While cyberbullying is similar to real life bullying, it also differs in some ways.

- It can occur 24/7 and a child can be targeted at home.
- It can involve harmful material being widely and rapidly sent to a larger audience, for example, rumours and images can be posted on public forums.
- It can provide the bully with a sense of relative anonymity and distance from the target, so there is a lack of immediate feedback or consequences.

Bullying will not be tolerated and teachers will implement an education program across the school. The anti-bullying plan reflects that bullying is unacceptable in both school and the wider community.

The School follows an outline that allows the student to take a centred focus upon managing their behaviour. This cycle is called the Chance To Change (CTC).

1. Reminder.

2.Warning.

3.Chance to change (recorded behaviour).

4. If it continues follow steps 1 - 3. CTC 2.

5. If it continues follow steps 1 - 3 CTC 3 = executive intervention.

In addition to the above steps there is a constant social dialogue to reinforce personal targets and goals that have been set by the student. Students also have the opportunity to take 5 minutes and process and calm down in order to be ready to return to the lesson.

Prevention

Within our school we use many agencies to assist with the prevention of bullying and its education. We have incorporated agencies such as Legal Aid, Juvenile Justice, City Rail and the NSW Police Youth Liaison Officers. These agencies have shared their expertise in workshops to address cyber safety, cyber bullying, being safe in online social networks, protecting from identity theft, student's rights and responsibilities and appropriate and safe travel behaviour.

In addition to the services offered by the above agencies, we include explicit teaching of social skills in our classes that reinforce the rules of our school in social situations. Each week we have a rule focus that is covered in the classroom each day, and is reinforced by colour-coded signage displayed all around the school.

Each student has a risk assessment which is updated each semester and after any serious incident.

Early Intervention

Within our school we implement a program called Rock and Water that is focused on developing self-regulation, social skills through modelling and role-plays, creating and dealing with positive emotions, self-respect and self-control.

Within our school we have identified as a part of our school plan that we need to set our efforts in order to improve attendance at school.

Reinforcing students who display regular attendance with rewards and public recognition. Acknowledging not just the amount of attendance, but also the improvement between each term, has played an important role. Likewise, establishing communication between home and school in the event that the student is absent has had a noticeable improvement in student attendances.

The Executive Teachers offer an additional step after the student has reached 3 CTC's. This allows the student to have a chance for a 1:1 discussion with the executive and allows either the victim or bully to be removed from the situation. This intervention allows all involved to have the chance to "save face" and alleviates anxiousness or embarrassment. The executive intervention allows for the resolution of conflicts using various strategies such as mediation, circles and restitution. As a part of this executive intervention, the conference is an opportunity for options or strategies to be discussed which the student could use in a similar situation.

All CTC's and Executive interventions are entered and stored on a database for analysis and retrieval. This data is discussed with the student regularly to provide feedback and to give the student the opportunity to address their behaviour through target setting and performance improvement.

Response

The school will follow existing practices with the Chance to Change option in conjunction with the executive referrals to modify bullying behaviour. More serious incidents including physical assault or cyber bullying will be addressed according to procedures outlined by the Department of Education.

Staff professional development will be provided to promote an awareness of bullying and the most appropriate strategies to recognize and respond to bullying behaviour. Daily staff debrief sessions allow regular opportunities to discuss bullying behaviour to ensure that all staff are aware and can intervene in a consistent manner.

As a normal approach, the executives manage the students in a manner that promotes positive relationships and the opportunity for one to one guidance and social skill development. As a part of this role, the executive can use various strategies to discourage or rectify the behaviour including the use of circles or restitution. The establishment of a circle allows the bully and victim to discuss and view the effects of bullying without audience or peer interaction. This removes the power from the bully and empowers the victim. This also recognizes the students who are repeatedly bullied or the bullies and allows other strategies to be implemented. The executive and classroom teacher also meet with parents to resolve issues and to work together to solve the problem appropriately. It provides the opportunity to plan for the future.

In the event of suspension, the use of both short and long suspension may be an option in accordance with the Department of Education suspension policy. Incidents involving bullying and bullying behaviours will be followed up as quickly as possible. Students will be separated to ensure safety. Implementation and reinforcement of the school rules will be used to promote the respect of self and others. A member of the executive team will meet and speak to all involved and record all information necessary to follow up on the bullying behaviour. As a part of the process, restitution is organised and may include members from the community such as the Police Youth Liaison Officer for more serious matters.

Educational programs that will be implemented in the school include those that address cyber safety, cyber bullying, physical bullying, physical safety, psychological safety and psychological bullying. These programs are constantly related to our school rules and respecting self and others.

Informing all staff of the bullying behaviour to ensure consistent intervention and prevention. Making students aware of empathy for the bullied student. Strategies that are used to assist the students involved include: circles to provide strategies to avoid and to cope with bullying behaviour, provision of a safe area in the playground, access to the school counsellor and education programs involving social skills.

Parents are provided with telephone contact to provide communication on a regular basis to establish a link between home and school. It is with this contact, resolution meetings are arranged upon the return to school of the student to resolve all issues and reduce the likelihood of the bullying behaviour continuing.

In an incident involving assaults, threats, intimidation or harassment, the parents of the students involved will be contacted.

The Police will also be contacted and a notification will be lodged at the incident and report and support hotline on 1800811523. The school executive may contact the Child Wellbeing Unit or Community Services if there are concerns for the social, emotional, physical and developmental wellbeing of any student.

The Principal will assess the seriousness of the complaint according to the Code of Conduct policy. They will then select the appropriate course of action such as an informal resolution, Remedy or systems improvement, negotiation and investigation in a timely manner. It is the responsibility of the Principal to ensure that the process is fair, transparent and well documented.

Regular data analysis is collected, analysed and reported from the school database. This data is used to record the issues of behaviour in our school. The data is analysed to identify students in crisis and areas of concern that need to be addressed within our school. These include the presenting behaviour, location, time, curriculum area and possible triggers.

The Anti-Bullying Plan will be made available to the school and the community in a number of ways. These include: the school starter pack, the Annual School Report which is posted home and being accessible through the school website.

The Anti-Bullying Plan will be monitored with regular analysis of data that is gathered within our behaviour database. Being able to accurately identify the triggers or locations of the bullying allows for a more proactive approach when combined with our education program.

Other strategies including staff and student surveys about areas of concern applied to bullying and bullying behaviour is used to assist in evaluating the plans success.

The Anti-Bullying Plan will be reported in the Annual School Plan by way of a report that is based on the analysis and providing public recognition for improved behaviour and attendance.

Additional Information

Police Youth Liaison Officers
Rachel Kennedy
Liverpool Police Ph.: 9821 8444

Kids Help Line
[Http://www.kidshelp.com.au](http://www.kidshelp.com.au)
1800 55 1800

Reach Out Australia
[Http://www.au.reachout.com](http://www.au.reachout.com)

Bullying No Way! – Australian school communities getting to the heart of the matter.
[Http://www.bullyingnoway.com.au](http://www.bullyingnoway.com.au)

Lifeline Australia - Crisis Support and Suicide Prevention
<https://www.lifeline.org.au>

Ph.: 13 11 14

Suicide prevention hotline:
Ph.: 1800 273 8255
<https://suicidepreventionlifeline.org/>

Beyond Blue:
[Http://www.beyondblue.org.au](http://www.beyondblue.org.au)
Call 1300 22 4636
24 hours a day / 7 days a week

Headspace:
[Http://www.headspace.org.au](http://www.headspace.org.au)
Ph.: (03) 9027 0100 Head Office

Principal's comment – Mouna Etienne

By providing a proactive approach to bullying, our school has managed to put together a comprehensive and targeted plan to not only manage bullying but, reduce bullying behaviours and prevent the number of serious incidents that occur. Through collaboration of our whole school community, a clear and concise anti-bullying plan has been developed and will be used as an ongoing tool for all staff to use and implement. Through the regular observation of our recorded data, we can also review and monitor the progress and impact of the anti-bullying plan within the school.

The new plan has also focused on recent and upcoming variations of bullying; including cyber bullying and other technology related bullying. It is the responsibility of all those involved within the school community to play a role in understanding our plan and also following the directions and strategies to protect, prevent and respond to bullying.

Appendix:



POWERFUL CONVERSATIONS ON BULLYING

ACTION



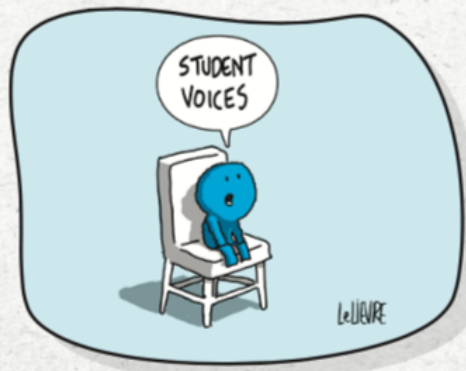


POWERFUL CONVERSATIONS ON BULLYING **ACTION**

There are many ways we can take a stand against bullying behaviour. Do you know any?



We all have the power to take action against bullying – together. Support your child to become an upstander and to learn what to do if they see or experience bullying behaviour. For information, speak with your school and visit antibullying.nsw.gov.au or visit bit.ly/upstandingaction.



antibullying.nsw.gov.au

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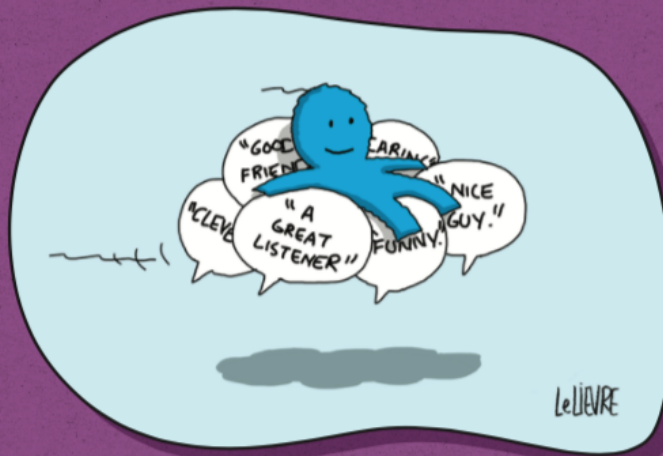
POWERFUL CONVERSATIONS ON BULLYING

PREVENTION



POWERFUL CONVERSATIONS ON BULLYING

ACTION



POWERFUL CONVERSATIONS ON BULLYING

RESILIENCE



POWERFUL CONVERSATIONS ON BULLYING

STAYING SAFE ONLINE





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POWERFUL CONVERSATIONS ON BULLYING **PREVENTION**

What do you think are some qualities of a supportive friend?

Developing positive relationships, building supportive environments and looking out for others can help your child prevent and reduce bullying. For information about conversations to have with your child about preventing bullying, visit the website at antibullying.nsw.gov.au or visit www.esafety.gov.au/parents.

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1 IN 4 STUDENTS ARE BULLIED ONLINE – **YOU CAN HELP STOP IT**

Here are four things you can do to stop online bullying

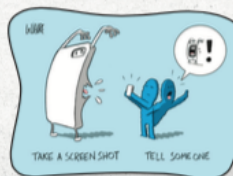
1. Don't feed the trolls. Responding when you are angry or upset is the reaction they want, so don't give in to them.
2. Control your newsfeed. Keep your privacy settings updated, and remove or block untrustworthy people.
3. Don't repost hurtful or cruel posts. What you post reflects who you are as a person and a friend. Be your best self.
4. Take a screen shot before the content is deleted. Tell a parent, carer or teacher and give them the screen shot. And always report serious threats to the police, school and the Office of the eSafety Commissioner www.esafety.gov.au.

Visit the NSW anti-bullying website for more information on staying safe online at: antibullying.nsw.gov.au.

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POWERFUL CONVERSATIONS ON BULLYING **RESILIENCE**

What positive coping skills do you and your family practise to manage stressful situations?

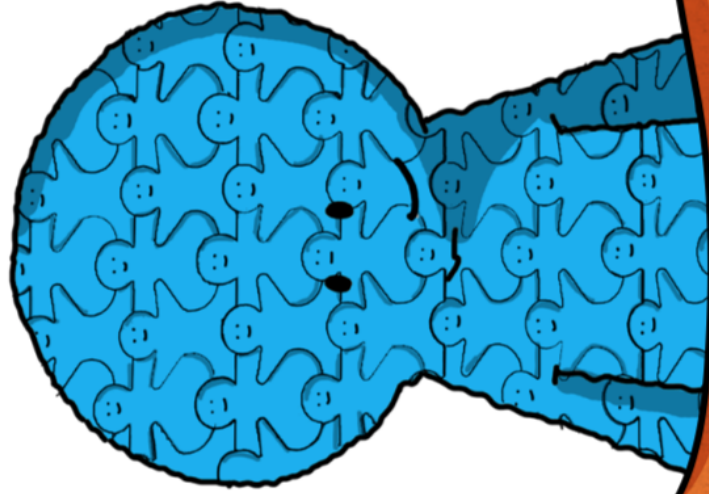
The impact of bullying behaviour can be long-term and life-changing for everyone involved. Help support your child develop good relationships, manage their feelings and bounce back from conflict. See the antibullying.nsw.gov.au website for more information about understanding and managing emotions, and establishing and maintaining positive relationships. You may also like to visit bit.ly/resilient2.

antibullying.nsw.gov.au

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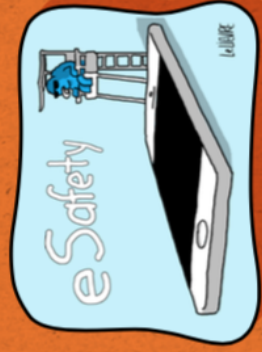
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It
takes a
school

LeJURE



POWERFUL CONVERSATIONS ON BULLYING

ACTION

Together we can all take action against bullying



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DON'T FEED THE TROLLS



POWERFUL CONVERSATIONS ON BULLYING

YOU CAN HELP STOP ONLINE BULLYING



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THE FOUR 'R'S!

RESPECT

RESILIENCE

RESPONSIBILITY

REASONING

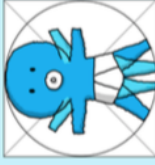


Le JEUVE

Environment
can make
a difference



Le JEUVE



Early
Intervention

Le JEUVE



ONE
GOOD
FRIEND

Le JEUVE

POWERFUL CONVERSATIONS ON BULLYING

PREVENTION

Reducing bullying by strengthening positive people and places



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POWERFUL CONVERSATIONS ON BULLYING

PREVENTION



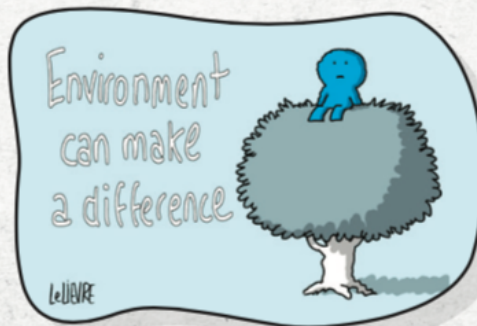
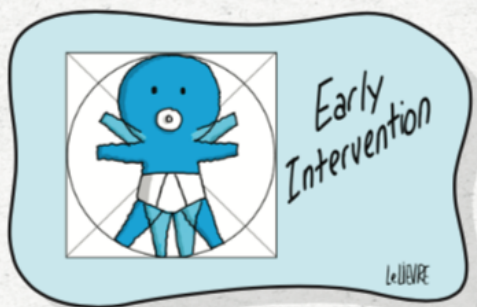


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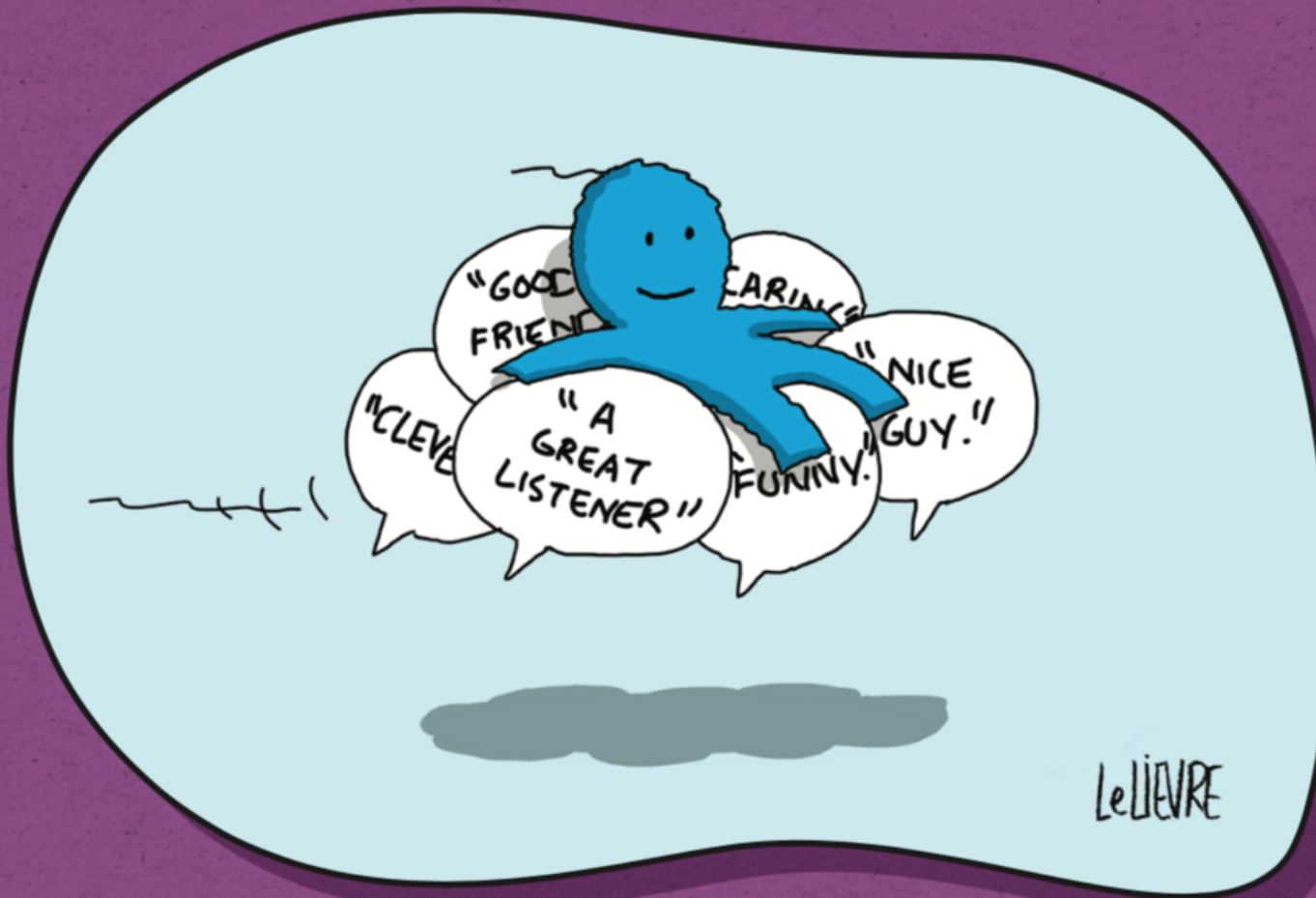


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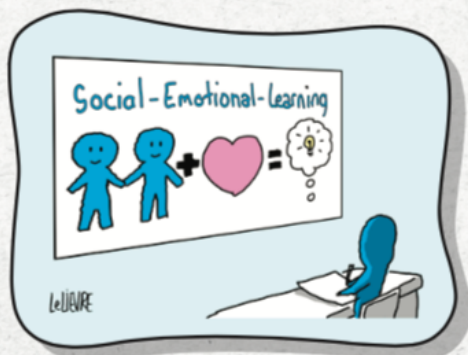
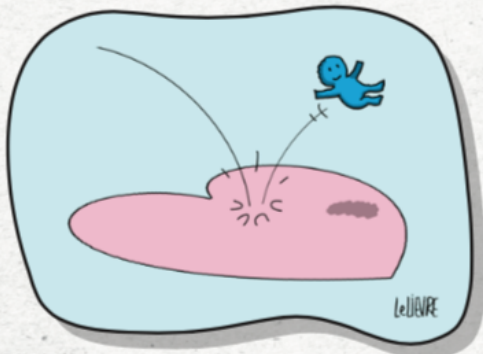




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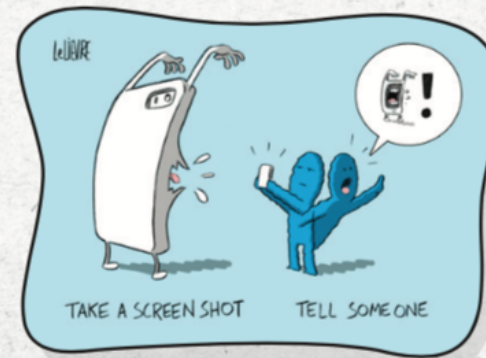


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