



Anti-bullying Plan





Bullying: Preventing and Responding to Student Bullying in Schools Policy

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.

Bullying in Schools Policy of the New South Wales Department of Education and Communities.

This anti-bullying plan has been written in collaboration with Liverpool Hospital School staff, the Health staff of the Children's Ward and our students, parents/carers. The anti-bullying Plan will be reviewed by school staff annually and with the broader community at least every three years.

Statement of purpose

Liverpool Hospital School works closely with a very diverse and transient community on a daily basis. It is our purpose to ensure everyone we meet is treated fairly, respectfully and without discrimination. We uphold the department of Education's belief that: "No student, employee, parent, caregiver or community member should experience bullying within the learning or working environments of the department."

Our School Anti-Bullying Plan

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*

Protection

Liverpool Hospital School understands that bullying can take many forms:

Verbal: name calling, put downs, teasing, sarcasm, insults, threats

Physical: hitting, punching kicking, tripping, spitting, pushing, wrestling, pinching, scratching, throwing objects, getting another person to hurt someone

Social: ignoring, excluding, ostracizing, alienating, threatening gestures, dirty looks, writing graffiti about another person,

Psychological: spreading rumours, dirty looks, hiding or damaging possessions,

Cyber: malicious SMS and email messages as well as malicious communications using all forms of social media; inappropriate use of camera phones; spreading false information; stalking

Racial/Religious/Sexual/Disability: discrimination or harassment

Whenever any of these forms of bullying are present at Liverpool Hospital School we will:

Name it – “That is bullying”

Say why it is bullying – “It is bullying because...” and state how it makes the other person feel

Explicitly teach the correct way to treat others – “This is how you.....”

Use restorative practice to restore relationships – “What happened? What were you thinking at the time? How has it affected others? What do you need to do to make things right”

Support the person to restore the relationship.

Implement the school’s Behaviour Management Agreement.

The school has developed the following understandings about the shared and individual responsibilities of:

Students: are responsible for their own behaviour and must abide by the Code of Conduct for Students. Appropriate behaviour will be explicitly taught to students who have not yet achieved the Code of Conduct standards. Students will need to participate in restorative practice to restore relationships.

Parents/Carers: are responsible for their own behaviour. Parents/Carers will be reminded that they are currently in the presence of children and have the shared responsibility with the school to teach appropriate behaviour. Parents/Carers may need to participate in restorative practices to restore relationships.

Teachers: are responsible to uphold the standards of the department. They will be exemplary models of the Department’s standards. Teachers will lead the learning of appropriate behaviours and co-ordinate restorative practices.

Liverpool Hospital School will model, lead and teach appropriate behaviours to all members of our community to implement a positive climate of respectful relationships where bullying is less likely to occur. We will celebrate difference and welcome all.

Prevention

Liverpool Hospital School will provide opportunities for students to work individually and collaboratively to allow choice and encourage relationships.

Wherever it is appropriate Liverpool Hospital School will explicitly teach appropriate behaviours and enable students the opportunity to practice in a small setting with strong support.

Liverpool Hospital School will seek opportunities to include anti-bullying messages in curriculum delivery and as special themed lessons such as friendship board games, Day for Daniel, Safe Internet Day and Harmony Day. The school will run cyber safety lessons on a regular basis.

Liverpool Hospital School includes the explicit teaching of Actions and Choices as a way of responding to immediate behaviours that arise in the classroom.

Early Intervention

Liverpool Hospital School will teach explicit strategies to students experiencing bullying at their census school. We will refer any student who is at risk of developing long term difficulties with social relationships or are engaged in bullying to the hospital Social Worker.

Response

Liverpool Hospital School will open the classroom to all community members on theme days that include anti-bullying messages. The Anti-Bullying Plan will be published on the school website.

Any bullying incidents will be brought to the attention of the principal who will apply the Department of Education's Complaints Handling Policy to resolve the issue.

All bullying incidents will be managed immediately or within the nearest availability of the principal.

When the reported bullying is from a student the school will use restorative practices to explicitly teach the desired behaviour and restore relationships.

When the reported bullying is from an adult the Complaints Handling procedures will be followed and may include restorative practices.

When a student is present at Liverpool Hospital School who has been affected by, engaged in or witnessed bullying behavior, our school staff will listen first then refer to the hospital social worker if necessary. We may run programs to assist the student to identify bullying behavior and provide strategies for students witnessing or experiencing bullying. The Principal may contact the student's census school to report bullying that is affecting a child.

If there is behavior in the classroom involving threats, assaults, intimidation and harassment the classroom teacher will call Hospital Security on 666.

Behavior incidents involving threats, assaults, intimidation and harassment at Liverpool Hospital School will be referred to the police and dealt with according to the Department of Education's Discipline Policy.

The Principal of Liverpool Hospital School will report child protection incidences to the hospital social worker who will contact the Child Wellbeing Unit or Community Services as appropriate. The Principal may also need to contact Child Wellbeing Unit or Community Services to report incidences involving child protection as indicated by the Mandatory Reporting Guide.

Every student, parent/carer has the right to appeal the procedures followed by the school when addressing bullying matters. The appeal procedures are available in the Complaints Handling Policy. The Complaints Handling Procedures can be accessed using this web address:

https://education.nsw.gov.au/policy-library/associated-documents/School-complaint-procedure_AC-1.pdf

Liverpool Hospital School will not be able to identify patterns of bullying behavior unless the student is long-term or recurrent. However, the school will be able to identify bullying behavior that may form into a pattern and address the behavior by explicitly teaching the student a more appropriate way to meet their needs.

The Anti-bullying Plan will be uploaded to the school's website for easy access.

The School will review the effectiveness of the Anti-bullying Plan at the end of each year.

Liverpool Hospital School will report to the local health community on the effectiveness of the plan and review this Anti-bullying Plan with Health Staff every three years.

Additional Information

If you are experiencing bullying or any other type of distress please call any of these numbers for help:

School Liaison Police Officer: 9765 9525

Kids Helpline:1800 55 1800

Lifeline: 13 11 14

ReachOut.com

youthbeyondblue.com 1300 22 46 36

www.e-safetycommission

Principal's comment

This Anti-bullying Plan has been developed with students who are hospitalised in mind, who are likely to meet new classmates in the hospital school setting.

The plan caters for a highly transient community where the school may only interact with the student and family for short bursts of time.

School contact information

Liverpool Hospital School

c/- Children's Ward

Elizabeth St

Liverpool, 2170

8738 5660

Liverplhos-s.school@det.nsw.edu.au

www.liverplhos-s.schools.nsw.edu.au