



Education &
Communities

Anti-bullying Plan

Illawarra 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.

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.

Illawarra Hospital School incorporates the policies and procedures from both NSW DEC and NSW Ministry of Health. The school is located in the Paediatric Ward of Wollongong Hospital and is committed to providing a safe and equitable work and learning space for all staff and students. As part of this commitment, bullying will not be tolerated under any circumstances within both the Schoolroom and Ward.

The following links are to the relevant supporting documents from NSW DEC and NSW Health.

https://www.det.nsw.edu.au/policies/student_serv/discipline/bullying/PD20100415.shtml

http://www.health.nsw.gov.au/policies/pd/2011/pdf/PD2011_018.pdf

Statement of purpose

Bullying must be taken seriously and is not acceptable in any form. Students and teachers have the right to expect that they will spend the school day free from the fear of bullying, harassment and intimidation. At Illawarra Hospital School we educate our staff and students as to how to prevent bullying and how to deal with it should it occur. All staff foster a positive school culture.

School Anti-bullying Plan – NSW Department of Education and Communities

Protection

Illawarra Hospital School is an inclusive, caring environment, where diversity is affirmed and individual differences are respected. Quality education is provided for students to meet their learning needs in a secure and supportive environment. Teaching and learning programs are delivered within a strong framework of student welfare where the wellbeing, safety and health of students are reflected in school policies, programs and practices.

The school recognizes bullying as repeated physical, verbal, social or psychological behaviour that is harmful and involves the misuse of power. Cyber bullying refers to bullying through information and communication technologies. Bullying can involve humiliation, domination, intimidation, victimisation and forms of harassment including: sex, race, disability or sexual preference.

Preventing and responding to bullying behaviour is a shared responsibility for school and hospital staff, families and students.

Prevention

It is the Principal's responsibility to ensure the school implements an Anti-Bullying Plan.

All School staff has the responsibility to:

- Collaboratively develop, monitor, and implement strategies that demonstrate and articulate anti-bullying behaviours;
- Maintain a positive climate of respectful relationships where bullying is less likely to occur;

- Embed anti-bullying messages into the curriculum and informal discussions, both in the classroom and in the ward rooms;
- Empower the school community to recognise and respond appropriately to bullying, harassment and victimization.
- Teach appropriate ICT use to prevent Cyber bullying and promote the safer internet site: www.saferinternet.org/web/guest/home

Early Intervention

All School staff have a responsibility to:

- Model appropriate behaviour at all times.
- Develop and implement early intervention support for those students who are identified, at or after admission, as having previously experienced bullying or engaged in bullying behaviour. Ongoing support can also include the Kids Helpline post hospital stay and/or the Home School Counsellor.
- To monitor and track incidences of bullying and take appropriate action.
- To implement school programs that promote positive relationships and incorporate strategies to deal with bullying.
- To communicate bullying incidents with parents when needed.

The Hospital School Principal is responsible for:

- Notifying home schools and families of bullying disclosures and or behaviour that may be the cause of the child's admission to hospital. This may prevent further admissions to hospital or possible future self-harm.

All students have a responsibility to:

- Show respect, consideration and support of others.
- "Tell" if they are being bullied or if they see someone being bullied – both at school or on the ward.
- Use learnt strategies to deal with bullying incidents.

Response

All School Staff must:

- Work collaboratively and in a timely manner, to resolve incidents of bullying when they occur in accordance to the School Anti-Bullying Plan;
- Ensure that situations are managed fairly and that all parties concerned are given an opportunity to provide their point of view.
- Provide opportunities for mediation with the victim to reconcile differences.
- Take appropriate action e.g. remove the bully from the school room to have 'time out' back in his/her ward room; remove privileges.
- Respect and support all staff, students and the wider school community that may have been affected by the incident;
- Report incidents to parents and relevant parties, who may not be present, but are involved in the ongoing well being of the student and/or staff member. These people may include: the Nursing Unit Manager, Nurse, Doctor, Parent/Guardian, Mental Health Team, Home School Welfare Team, and other Hospital School Staff. All

- notifications are to be conducted confidentially and in abidance with Privacy Laws.
- Written documentation about student bullying will be kept on file. Sometimes it may be relevant to note the incident in the student's medical notes; this may be completed by medical personnel only. For incidents regarding School staff, the Principal will discuss their misconduct, bring the Code of Conduct to their attention and develop a course of action. Where appropriate a call will be logged to EPAC. All documentation regarding the incident will be kept by the Principal.
- This plan will be reviewed every 3 years and is subject to change during this time if necessary. The plan will be reviewed through informal discussion annually.

Additional Information

Police Youth Liaison Officers are available through Wollongong Police.
Contact details:

Church Street
WOLLONGONG 2500
Phone: 02 4226 7899

The Kids Helpline contact details:

www.kidshelp.com.au/kids
1800 55 1800

Principal's comment

This policy has been developed in accordance with NSW DEC policy and NSW Health policy. The policy is for use by school staff at the Illawarra Hospital School.

Kim Bell	Principal
Judy Ayre	Nurse unit Manager
Lisa Body	Teacher (Temporary)
Michelle Coburn	SLSO

School contact information

Illawarra Hospital School

Level 3, Children's Ward

Wollongong Hospital

Crown St

Wollongong 2500

Ph: 4222 5218

Fax: 4226 5105

Email: illawarhos-s.school@det.nsw.edu.au

Website: www.illawarhos-s.schools.nsw.edu.au