



Education &
Communities

Anti-bullying Plan

Bellingen High 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.

Statement of purpose

All members of the school community have the right to learn and work in a safe and happy environment. The Bellingen High School community is committed to the development of quality relationships and responsible behaviour.

Protection

Conflict in relationships is normal because individuals want different things. Learning to manage conflict positively with parents, friends, teachers, community members and employers is a major task for adolescents.

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. This includes, but is not limited to:

- *Verbal* - name calling, teasing, sarcasm, insults, threats, abuse, putdowns.
- *Physical* – hitting, punching, kicking, scratching, tripping, spitting.
- *Social* – ignoring, excluding, ostracising, alienating, inappropriate gestures.
- *Psychological* – spreading rumours, dirty looks, hiding or damaging possessions, malicious SMS, email and social network messages, inappropriate use of camera phones.

NB: Conflict or fights between equals or single incidents are not defined as bullying.

Bullying behaviour at Bellingen High School is unacceptable and regarded as a serious issue because it can adversely affect the well being of the victim both now and into their future. All reports of bullying are taken seriously and handled in a sensitive and timely manner.

Preventing and responding to all forms of bullying is the shared responsibility of all staff, students, parents, caregivers and members of the wider school community.

Cyber-bullying is an **intentional, repeated behaviour** by an individual or group to cause distress or undue pressure to others using technology. It can be carried out by:

- Email
- Chat room
- Discussion group
- Instant messaging
- Social networking sites
- Text and picture messaging

Bullying and Cyber-bullying are not the same as conflict. Bullying is a deliberate behaviour where one or more students set out to be unkind, hurtful, cruel or mean to another student or group. Bullying can also include “bystander” behaviour where students support the bully rather than help the victim.

Harassment, discrimination and homophobia are all forms of bullying. Students are expected to accept that others are different from them and that discrimination or harassment based on race, gender, sexuality, socio economic status, disability or religion is behaviour that is not acceptable. Students should advise their teachers, year advisers, counsellors and the deputy principal if they experience or witness harassment and discrimination.

Prevention

Strategies and programs:

- School Code of Conduct
- Year 6 to 7 Transition Program and Orientation.
- New enrolments are welcomed and introduced to the school by SMILE mentors then “buddied up” with a classmate, which aims to orientate and introduce new students to BHS.
- SMILE mentor program.
- PD/H/PE curriculum focus on bullying and cyber bullying.
- Welfare Team raising awareness of the nature and consequences of bullying as year group development days and individual instances.
- Police School Liaison Officer annual workshops.
- School handbook.
- Personal Technology Policy-Abuse it, Lose it.
- BHS computer and internet access contract.
- Stymie annual anti-bullying workshops for all year groups, staff and parents.
- Stymie online reporting system.
- Annual anti-bullying drama performances when available.
- Whole school participation in Harmony Day, R U OK Day, National Day of Action Against Bullying and Violence, Wear it Purple Day
- Year 9 Love Bites Program (respectful relationships)
- Year 11 into 12 Crossroads Camp
- Anti bullying Program Co-ordinator and Anti Bullying Office
- Bullying register on Sentral.
- “Managing Student Bullying” - Staff Flow Chart
- “What to do if I am Bullied” – Student flowchart and cards issued to all students.
- Risk assessment and management.
- Strong connections and regular meetings between Anti Bullying Coordinator and Aboriginal Education Worker
- Student Engagement Officer with anti bullying support role

- Rock and Water Program
- Kitchen Connections Program
- School Counsellor and Headspace referrals
- Links to Bellingen Youth Hub workers and programs

Early Intervention

Staff and students are encouraged /expected to report any bullying concerns as soon as possible. All concerns should be noted on the Sentral Bullying Register. The Principal will notify the relevant Year Advisor and Anti-bullying Co-ordinator regarding any new enrolments that are identified as:

- having previously experienced bullying
- being at risk of developing long-term difficulties with social
- relationships
- identified as engaging in bullying behaviour

All new enrolments are screened for potential issues through interview.

Response

As explained in the BHS School Handbook both victims and witnesses to bullying should report incidents to:

- class teacher
- Student Engagement Officer
- Aboriginal Education Officer
- teacher on playground duty
- Head teacher
- Year Advisor
- Girls’ Advisor & Boys’ Advisor
- Deputy Principal
- Principal

And/or

- Via Stymie online reporting system

Reported incidents will be addressed as soon as is practicable once reported by the relevant staff member, following the Managing Student Bullying Flowchart.

Planned interventions will be organised and managed in consultation with the members of the Student Wellbeing Team with the support of classroom teachers and Head Teachers.

Parents and caregivers for involved parties will be notified as regularly as required, usually if the first level of school intervention fails to change the behaviour, by telephone or in written form within the bounds of privacy legislation as part of the management of incidents.

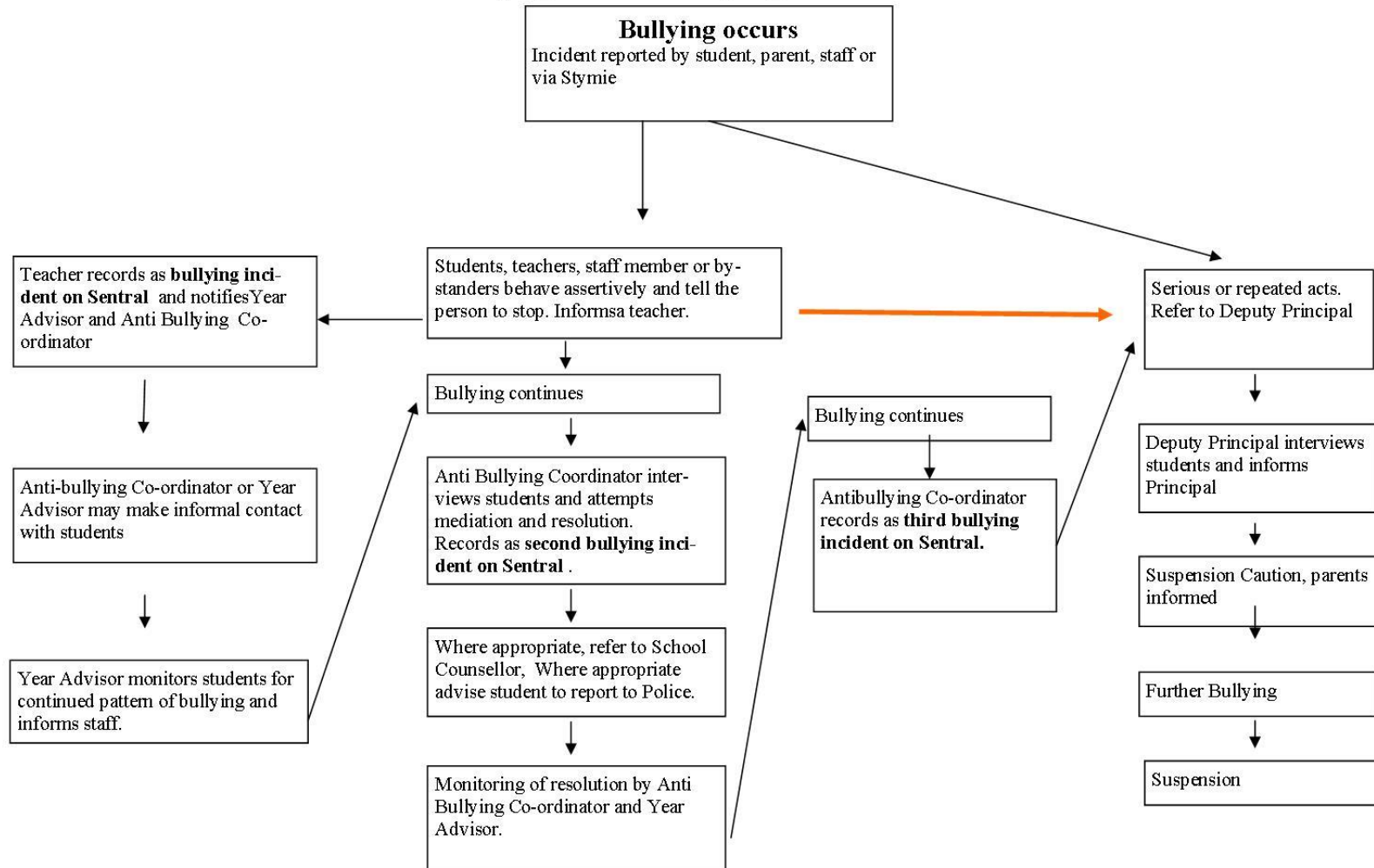
Parents and students should be aware that any incidents involving serious violence, illegal drugs, weapons or major criminal activity will be reported to the School Safety and Response Hotline and to the local police.

Parents and students are also encouraged to make direct contact with local police or via the safety commissioner website (<https://www.esafety.gov.au/reportcyberbullying>)

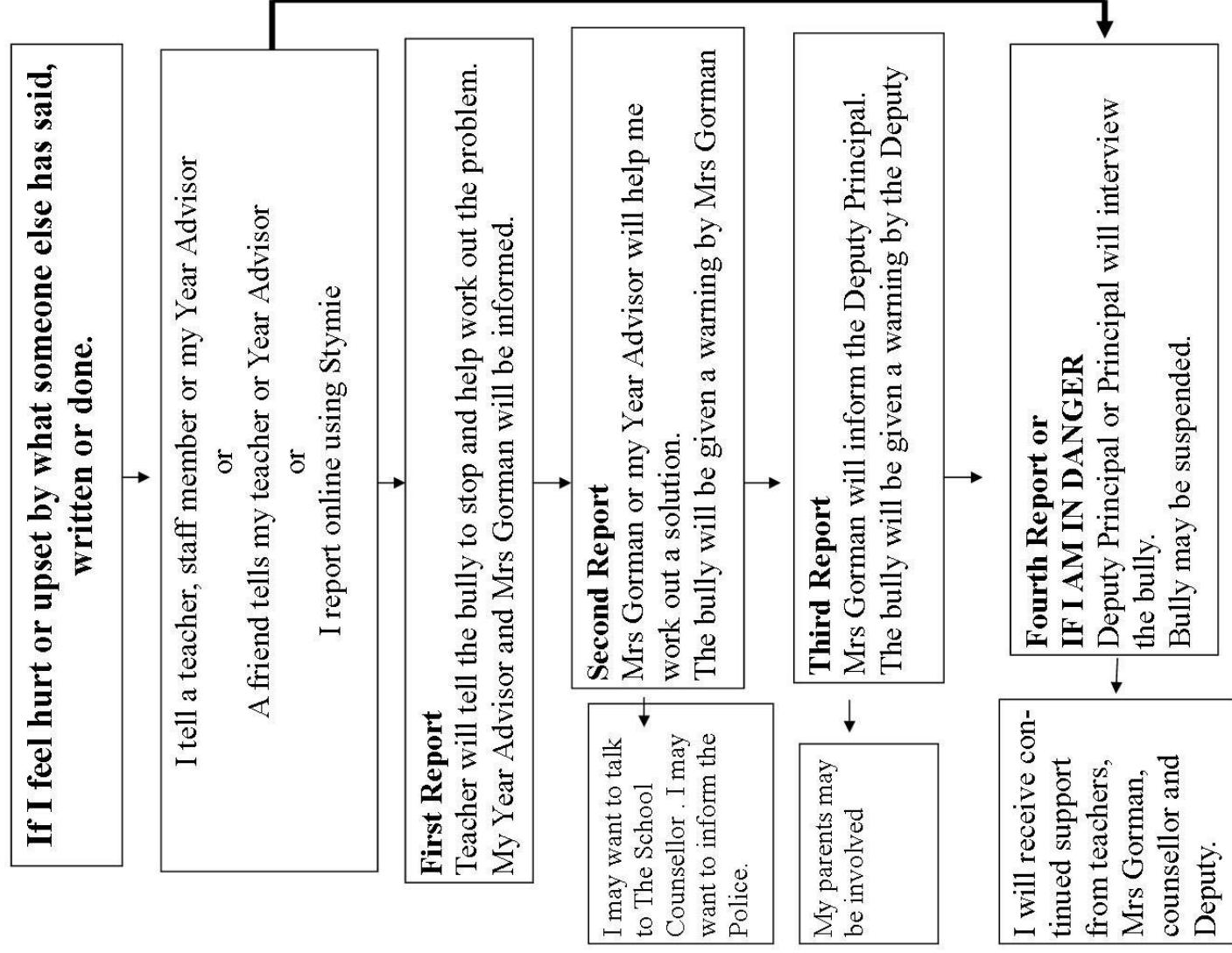
in cases where bullying has occurred after hours. It is expected that parents will also inform the school to enable school action to take place.

In 2010, the NSW government introduced new legislation and procedures for child protection called “Keeping Them Safe”. Under this legislation, the government established a threshold of significant harm” The Department of Community Services (DOCS) will act when the threshold is met. In serious and urgent matters, the school will contact the police.

Managing Student Bullying Flowchart



What To Do If I am Bullied Flowchart



Complaint Handling Procedures

Parents are encouraged to discuss classroom based concerns regarding their child with the Head Teacher of the subject OR the Year Advisor who will communicate with relevant teachers. If they are not happy with the result, or they do not feel it is appropriate to talk to the Head Teacher, they can phone and/or make an appointment to talk with the Deputy Principal. At Bellingen High School we encourage parents to contact us immediately.

Staff concerns, Sentral Bullying Register entries and Progress & Conduct Reports can be used to help identify patterns and information about bullies, victims and witnesses.

This BHS Anti-bullying Plan will be published on the school website and also kept in print form in the school office, by all faculties and distributed to each staff member. Extracts are included in the School Handbook.

Communication

The Principal will conduct an annual training session for all staff on the BHS anti bullying policy. New staff and casual staff will receive an orientation session on the Antibullying Policy. New students will also be advised of the policy and will receive a “What to do if I am Bullied” card on enrolment. Other methods of communication include a copy of the policy on our school website and social media, weekly Stymie focus posters, reminders during Assembly and in school newsletters.

Policy Review

The next review of the Anti Bullying Plan will be undertaken in 2021. Each term the Sentral Bullying Register will be reviewed with the purpose of constantly improving current practice.

Additional Information

Bullying: Preventing and Responding to Student Bullying in Schools Policy

Protecting and Supporting Children and Young People Policy

Useful Contacts:

Police Youth Liaison Officer (YLO) – Bernadette Snow, 66520299
School Counsellors – Sandy Hamilton and Tara Koczek 66551315
School Antibullying Contact – Frieda Gorman, 66551315
Kids Helpline ☐ 1800 55 1800
Child Wellbeing Unit 1300 480 420
Department of Community Services 133627

<https://www.esafety.gov.au/about-the-office>

<https://bullyingnoway.gov.au/NationalDay>

<https://antibullying.nsw.gov.au>

<https://au.reachout.com/>

www.stymie.com.au

Bullying. No Way! www.bullyingnoway.com.au

Mindmatters <http://www.mindmatters.edu.au/default.asp>

National Coalition Against Bullying www.ncab.org.au

The Alannah and Madeline Foundation www.amf.org.au/eSmart

Cybersmart www.cybersmart.org.au

Principal's comment

At BHS, it is expected that all students, teachers and staff will treat each other with respect. Whilst it is accepted that conflict will occur in large organisations, bullying behaviour is not acceptable behaviour in students, staff or parents at this school.

It is our view that students, staff and parents must all play a part in actively dealing with bullying behaviour. Wherever bullying persists beyond the initial interventions of education and counseling, the school will deal with bullying as part of the DEC School Discipline Code.

This Anti Bullying plan has been updated by the following school team:

Paul Holding -Principal

Tim Laverty -Deputy Principal

Julie Taylor – Head Teacher Learning and Support

Jon Winfer- Head Teacher PDHPE

Frieda Gorman-Anti Bullying Coordinator

19 April 2018

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