

Anti-bullying Plan

School Name: MOUNT ANNAN 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.

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

This plan has been developed overtime with consultation of staff, students and the community in order to ensure that a collective approach and responsibility occurs.

Statement of purpose

Mount Annan High School has a collective responsibility to create a safe, secure, healthy and productive setting for teaching, learning and the wellbeing of individuals and the school community.

Protection

Bullying behaviour is a repeated and intentional behaviour of any individual or group of individuals that causes distress, hurt or undue pressure to another person.

This can be verbal (name calling, teasing), cyber-bullying (social media abuse, text messages), physical (hitting, punching), social (isolation, exclusion), psychological (spreading rumours)

Bullying is not tolerated at Mount Annan High School and is dealt with through the discipline system, with counselling and support for victims and perpetrators and by developing a positive and harmonious school culture.

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*

Bullying is a shared responsibility of students, parents, caregivers and teachers with all stakeholders working together in preventing and responding to bullying behaviour. Positive communication between home and school is important in recognising and preventing bullying behaviours to occur.

Mount Annan High School will put in place strategies that will create a positive school culture such as:

- Promotion of core values of Cooperate, Respect and Strive through our CREST initiative.
- Protect the rights of individuals and groups
- Provide a learning environment that is conducive for teaching and learning.
- Provide workshops for students and professional learning for teachers that encompasses a positive school culture.

Prevention

Mount Annan High School will work to prevent bullying by putting the following strategies in place:

Developing and sustaining a positive school culture – Ongoing programs to recognise, celebrate and value students' achievement and participation in the life of the school. These includes a positive bronze, silver and gold reward program, Pat On the Back (POBs) program that commends students on their classroom participation and behaviour and celebrating excellence in academia and sports evenings.

CREST – The appointment of a Student Wellbeing Coordinator whose role is to work with Year Advisers to develop and deliver specific lessons around the core values of Cooperate, Respect and Strive. The wellbeing

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coordinator also runs peer support and gender groups to provide ongoing support to students.

Early Intervention

Students who are identified as being at risk of developing long-term difficulties with social relationships and those students who are identified at or after enrolment as having previously experienced bullying or engaged in bullying behaviour will be offered counselling. They will also be offered support in the form of a teacher mentor and priority enrolment in any programs that will improve resilience or confidence such as links to learning.

Policies around responsible mobile phone use have been developed, communicated and enforced to reduce cyber bullying.

School Liaison Police each year speak to year groups about bullying. In Year 7 this teamed with a talk in the morning and a bully busters play in the afternoon.

Response

The peer support program will strengthen ties between year groups and provide opportunities for students from older year groups to support students in younger year groups.

Students can report incidents of bullying to classroom teachers, year advisers, head teachers, deputies, principal or any other member of staff. This is communicated regularly to students and the policy is available on our school website.

Students can complete an incident report form detailing the specifics of the bullying incident. All reported bullying is investigated quickly and a record kept of the action taken. Any staff member who deals with bullying issues provides a report to their supervisor and keeps a record on Sentral.

Students and parents are provided with updates, within the bounds of privacy legislation, about the management of bullying incidents that have been reported to the school.

In situations whereby incidents involving assaults, threats, intimidation or harassment have occurred outside of school parents and students are encouraged to go to the police. For incidents inside the school our School Liaison Police works with the school, parents and students to assist in the resolution process.

Where necessary and appropriate the Principal or the delegated Deputy Principal will contact the Child Wellbeing Unit or Community Services after completed the Mandatory Reporting Guide.

An explanation of departmental appeal procedures and information about the Complaints Handling Policy will be provided to parents.

Through the close monitoring of students and efficient recording of information patterns of ongoing bullying behaviour can be identified and rectified. Our Support Teacher Learning is trained in the No Blame Approach to Bullying and will work with small groups of students to solve any bullying issues. When this does not work the year adviser and relevant Deputy will meet with families and look at other strategies such

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as counselling, class changes and disciplinary action to improve the situation.

Mount Annan High School will promote and publicise this Anti-bullying Plan on the school website.

This anti-bullying plan is reviewed and updated regularly (every 3 years) with students to ensure that bullying is minimized. This is done through student forums and focus groups, data and parent and teacher input. The key to ensuring that bullying stops, is in having open communication between home and school leading to a combined approach to dealing with the problem.

Anti-bullying messages are regularly communicated to students and information placed on our school website. Students and families that have had incidents of bullying are followed up with and offered ongoing and short term support.

Additional Information

Contact information for the School Liaison Police officer (SLP)
0437885587

Kids Helpline 1800 55 1800

Headspace (02) 46279089

E-Headspace 9am – 1am each day 1800 650 890

Principal's comment

Bullying is not tolerated at Mount Annan High School and is the responsibility of the whole school community. Working together to ensure adequate prevention and openly communicating solutions to issues are our priority.

This Plan was developed by:

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Context

The Mount Annan High School Anti-Bullying Plan is to be read in conjunction with other school and departmental policies in the area of student welfare, discipline, duty of care and social responsibility. These policies include:

- Mount Annan High School Student Welfare and Discipline policies
- Departmental policies and documents that should be referred to include Legal Issues Bulletin No 35, *The Use of Mobile Phones, Portable Computer Games, Tape Recorders and Cameras in Schools*, Legal Issues Bulletin No 42, *Legal Issues Arising for Staff Subject to Cyber Bullying and Related Behaviour*, the *Student Welfare Policy*, *Values in NSW Public Schools* and the *Student Discipline in Government Schools Anti-Bullying Plan for Schools*.