

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. Every person has the right to experience positive and respectful relationships between all members of the school community. The Mount Annan High School community will not accept bullying and harassment.

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, put downs, intimidation), cyber-bullying (social media abuse, text messages, emails, images, filming), physical (hitting, punching, kicking, spitting, unwanted touching), social (isolation, exclusion), psychological (spreading rumours, damaging property).

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 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 diverse school culture.

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 endeavours to act in accordance with the Disability Discrimination Act so that all students are protected from discrimination through humiliating comments or actions about a person's disability, such as insults, comments or actions which create a hostile environment. Our school works to develop and implement strategies to prevent harassment and victimisation of people with a disability in accordance with the Disability Standards for Education.

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.
- Implementation of Positive Behaviour for Learning (PBL) strategies.
- Protect the rights of individuals and groups in accordance with policies and procedures.
- Provide a learning environment that is conducive for teaching and learning.
- Provide inclusive learning environments.

- Provide workshops for students and professional learning for teachers that encompasses a positive school culture.
- Implement teaching and learning programs which promote student resilience, positive by standing and that address different forms of bullying.

Prevention

At Mount Annan High School we endeavour to deal with bullying efficiently and effectively. We will work collaboratively with all relevant stakeholders 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 include but are not limited to:

- School camps to address respect, resilience and positive relationships.
- Social and Emotional Learning program for all Stage 4 students.
- Implementation of Positive Behaviour for Learning across the whole school where students are recognised and rewarded for their positive contributions within the school community.
- Celebrating excellence in academia and sports evenings.
- Engaging students in incursion/excursion opportunities to enhance their awareness of bullying, upstanding, positive by standing and resilience.
- Partnerships with external providers to lead and manage student workshops which promote wellbeing such as Headspace.
- Wellbeing initiatives such as peer support, peer mediation, mentoring programs, authentic student voice and a school leadership team.
- Providing ongoing professional learning to all staff including Child Protection updates and other meaningful training.
- Transition to high school programs which includes multiple visits for selected students who have increased anxiety about starting high school, have special learning needs or are identified by the primary school as requiring additional support.

-Facilitate fortnightly year meetings for all cohorts led by the Wellbeing Team.

-Facilitating a variety of 'clubs' which all students can access.

-Raise awareness of various cultures through embedding multicultural events, guest speakers and celebrations of cultural diversity such as NAIDOC week.

-Embedding explicit teaching of anti-bullying across curriculum.

-Teams approach to Positive Behaviour for Learning and ongoing professional learning for staff.

CREST – The appointment of a Head Teacher Wellbeing, whose role is to work with the Wellbeing Team to develop and deliver specific lessons around the core values of Cooperate, Respect and Strive. The Wellbeing Team lead a number of programs which aim to enhance inclusivity, connectedness and students' sense of belonging.

Early Intervention

Mount Annan High School has a strong Student Wellbeing focus, with regular open communication across all staff concerning the wellbeing of students. Regular monitoring of all students through Sentral data, at Wellbeing Team meetings, Learning Support Team meetings and staff meetings, provides a variety of avenues to identify students/issues of concern. Thus, enabling staff to intervene and act quickly in the management of arising concerns.

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 interviews as having previously experienced bullying or engaged in bullying behaviour, may be offered support such as counselling, mentoring, access to the wellbeing space, encouraged to use the self-referral process to obtain additional support or included in small group educational programs led by various members of the Wellbeing Team which aim to enhance resilience, emotional regulation and improve self-confidence.

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

Police Youth Liaison Officers are regularly invited to address each year group regularly throughout the year to discuss a range of issues relating to wellbeing and personal safety.

Response

Mount Annan High School promotes the shared responsibility of the whole school community (parents, students and teachers) in promoting and responding appropriately to bullying, harassment and victimisation. The school community acknowledges the crucial role of the bystander in responding to and reporting bullying behaviour and encourages responsible, respectful bystander behaviour.

Incidents of bullying should be reported directly to teaching staff. Staff have a responsibility to act upon any information given to them or witnessed by them in regard to bullying. Students, parents and community members can notify the school of a bullying issue in writing or verbally.

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 for the school community.

Students can complete an incident report form detailing the specifics of the bullying incident. All reported bullying is investigated appropriately and a record kept of the action taken. Any staff member who deals with bullying issues may provide a report to their Head Teacher or the appropriate Year Advisors and records details on Sentral. Instances of bullying may involve peer mediation led by a member of the Wellbeing Team or school executive.

Students and parents may be 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 management and resolution process.

Where necessary and appropriate the Principal or the delegated Deputy Principal will contact the Child Wellbeing Unit or Community Services after completing 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.

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) in consultation with community, students and staff to ensure that bullying is minimized in our school. This is done through student forums and focus groups, data collection, surveys and parent and teacher input.

Anti-bullying messages are regularly communicated to students and information placed on our school website and social media platforms for parents and community to access.

Additional Information

Contact information for the School Liaison Police officer – Narrellan Police Station

Kids Helpline 1800 55 1800

Headspace Campbelltown (02) 46279089

Youth Solution youthsolutions.com.au

Lifeline 13 11 14 <http://www.lifeline.org.au>

E-Headspace <http://headspace.org.au>

Beyond Blue 1300 244 636 <http://beyondblue.org.au>

Bullying No Way! <http://bullyingnoway.gov.au>

<https://education.nsw.gov.au/student-wellbeing/attendance-behaviour-and-engagement/anti-bullying>

School Anti-bullying Plan – NSW Department of Education

Principal's comment

Bullying is not tolerated at Mount Annan High School. I recognize and remind you that it is the responsibility of the whole school community to protect, respect and uphold the dignity of all members of our school community. Working together to ensure adequate prevention is put in place and openly communicating solutions to issues, are our priority. I am committed to a school that is free from bullying, harassment and intimidation in all forms.

This Plan was developed by:

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Wellbeing Team

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Student Representative Council

School contact information

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Consultation History	
Action	Date
Revised Draft for Consultation to all staff through Green Paper	15 November 2010
Staff Consultation Completed By	22 November 2010
Student Consultation Completed By	26 November 2010
Ratified by Executive	29 November 2010
Reviewed	30 November 2011
Reviewed	28 January 2014
Reviewed	10 August 2017
Under Review	March 2021
Reviewed	July 2021
Reviewed	April 2022

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*.