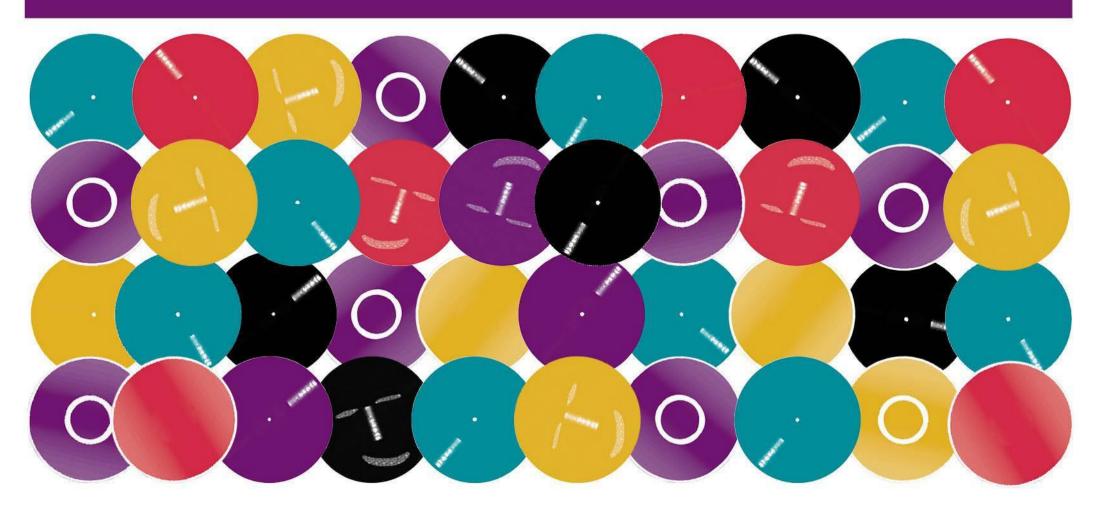# Anti-bullying Plan

Chatswood High School

Created June 2018

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.

Overview

Chatswood High School is committed to providing an educational environment in which students feel valued and secure.

Students, teachers, parents, carers and members of the school community are a committed school body whom regularly reviews, implements, evaluates and communicates the school's anti-bullying plan through meetings, newsletters and committees, i.e. P&C, Wellbeing Team, staff meetings, SRC, peer support.

Chatswood High School adopts a whole school approach to safety and wellbeing, underpinned by the National Safe Schools Framework, implementing the nine elements of effective practice to counter harassment, violence and bullying:

1. Leadership commitment to a safe school
2. A supportive and connected school culture
3. Policies and procedures
4. Professional learning
5. Positive behaviour management
6. Engagement, skill development and safe school curriculum
7. A focus on student wellbeing and student ownership
8. Early intervention and targeted support
9. Partnerships with families and the community

Statement of purpose

At Chatswood High School we value and show tolerance of others in a safe and supportive environment. We foster positive relationships through our strong student welfare programs. Our anti-bullying plan aims to deal effectively with and prevent incidences of bullying within the whole school community.

Protection

Definition

The national definition of bullying for Australian schools says:

*Bullying is an **ongoing** misuse of power in relationships through repeated verbal, physical and/or social behaviour that causes physical and/or psychological harm. It can involve an individual or a group misusing their power over one or more persons. Bullying can happen in person or online, and it can be obvious (overt) or hidden (covert).*

Bullying of any form or for any reason can have long-term effects on those involved, including bystanders.

Cyberbullying is the use of technology to bully a person or group with the intent to hurt them socially, psychologically or even physically.

Single incidents and conflict or fights between equals, whether in person or online, are not defined as bullying.

https://www.esafety.gov.au/esafety-information/esafety-issues/cyberbullying
https://bullyingnoway.gov.au/WhatIsBullying/DefinitionOfBullying

Types of Bullying Behaviour

There are three types of bullying behaviour:

1. **Verbal bullying** which includes name calling or insulting someone about physical characteristics such as their weight or height, or other attributes including race, sexuality, culture, or religion.

2. **Physical bullying** which includes hitting or otherwise hurting someone, shoving or intimidating another person, or damaging or stealing their belongings.

3. **Social bullying** which includes consistently excluding another person or sharing information or images that will have a harmful effect on the other person.

Types of Cyberbullying Behaviour

1. **Flaming** –heated exchange
2. **Harassing** and threatening messages such as "text wars"
3. **Denigration** – sending nasty SMS, pictures or prank phone calls, "Slam Books" (websites or negative lists)
4. **Impersonation** – Using a person's screen name or password e.g. message to hate group with personal details
5. **Outing or Trickery**- sharing private personal information, messages, pictures with others
6. **Ostracism** – Intentionally excluding others from an online group
7. **Sexting** – Sharing explicit material

Bullying is not tolerated nor condoned by Chatswood High School and will be looked into when identified, providing support, guidance and/or sanctions appropriately.

School Community Responsibilities

The safety and well-being of students is a shared responsibility, involving students, parents, carers and teachers, including the prevention and response to bullying behaviour where…

Staff will:

- Model appropriate behaviour at all times;

- Monitor and track incidences of bullying and respond in an appropriate and timely manner according to the anti-bullying plan and student welfare policy;

- Communicate any bullying behaviour to their supervisor;

- Implement school programs which promote positive relationships that incorporate strategies to deal with bullying;

- Teach students skills and strategies to deal with bullying in line with the school's student welfare and behaviour policies;

- Provide curriculum that supports students to develop an understanding of bullying and its impact;

- Communicate bullying incidences with parents;

- Create a culture where it is acceptable and encouraged to report incidents.

    All staff have the absolute 'Duty of Care' responsibility to all students at all

    times.

Students will:

- Behave appropriately at all times;

- Show consideration and respect, supporting others;

- Be assertive and tell the bully that they don't like the behaviour, how it makes them feel and that they must tell a teacher about it if the person continues;

- Report any cyber-bullying to their parent/teacher/friends.

Parents and carers will:

- Be aware of and support the school's anti-bullying plan and student welfare policy;

- Take an active role in their child's school life and watch for signs that their child may be being bullied;

- Encourage their child to adopt learnt strategies to identify and address bullying;

- Encourage their child to 'tell' a teacher if they are bullied;

- Inform the school if any bullying is suspected;

- Support their child in being a responsible citizen and to develop responsible online behaviour.

- Understand that 80% of Cyberbullying incidents happen at home

- Access the necessary resources to help early intervention of bullying and cyberbullying

Prevention

Bullying prevention strategies and programs are implemented across the school, embedding anti-bullying messages across the curriculum and grades. These include:

Whole School

- Year 7 Welfare Periods that promote positive relationships
- Peer Support program that provides support and role modeling of ideal behavior and building peer relationships
- Year 12 mentoring program
- Student Representative Council (SRC) and Leadership Team that meets regularly to discuss the school's culture, wellbeing and improvement programs
- Wellbeing Team that leads student programs to provide additional support
- Specific support (including mediation if required) is made available for both perpetrators and victims to learn to modify their behaviours/coping skills
- Anti-bullying plan is made available on the school's website
- Ongoing partnership with parents/carers and the wider community to report and eliminate bullying behaviour
- Ongoing specific professional learning for all staff
- Reinforcement of school values, 'Inspiring Excellence'

Classrooms

- School rules and values displayed, explicitly taught and reinforced
- Class teaching/learning programs include the teaching of the skills, language to use and understanding that will lead to the elimination of bullying behaviour
    - Stage 4 PDHPE curriculum
- Students encouraged to report all incidents of bullying
- Open discussions on bullying conducted, with the Year Advisor
- Explicit teaching and modelling of positive behaviours that reflect school expectations and values

Community

- P&C led initiatives to promote a positive school culture
- Distribution of the school newsletter to inform parents/carers of current school initiatives and helpful information around the elimination and/or identification of bullying

Early Intervention

Early intervention strategies and programs are implemented for 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. Such implementations include the support and insight of a number of people and teams including:

- Parent and carers

- Classroom teachers

- Year Advisors

- Specialist staff, e.g. school counsellor, senior counsellor

- Wellbeing Team – Cyberbullying Contact Officers

- Staff executive team

- External agencies, e.g. Youth Liaison Officer

The collaboration of such specialised groups may see:

- A referral to the Wellbeing Team;

- A referral to the school counsellor;

- The development and rehearsal of social stories and strategies for the teaching/coaching practice through role play and scenarios;

- The development and implementation of action plans

Response

Incidences of bullying are reported immediately to any teacher, Year Advisor, Deputy Principal or Principal by students and/or parents. Any bullying incidences reported will be looked into and recorded. Sanctions for the perpetrators of clearly substantiated bullying behaviour will also be imposed as outlined in DOE's Bheaviour Code for Students, the school's student welfare and if necessary, suspension procedures. Subsequently, the following procedures will apply:

Responding to Reported Incidence of Bulllying

- Children involved speak with their teacher, Year Advisor, Deputy Principal or Principal about the incident.

- Allegations are investigated

- If clearly substantiated, and depending on the nature of the incident, the students' parents will be contacted and a warning given of the consequences for further incidences.

- If it is noted that a student is repeatedly perpetrating bullying behaviours, a behaviour management plan will be developed for him/her in consultation with his/her parents to hopefully modify behaviour and reduce risk to other students.

- In the case of cyber-bullying initiated through school accounts, the student may have their DoE account blocked for a period determined by the Principal with subsequent consequences for this behaviour determined in line with the school's discipline policy.

- Inform other staff of the incident.

- Monitor the behaviour of the students involved.

- If aggression is repeated, the Deputy Principal and/or Principal will meet with the student's parents.

- If bullying behaviour does not stop, student may be suspended as per the school's behaviour code and DoE policy documents.

- Victims of bullying will have access to the School Counsellor for support if the need exists or the student and/or parent/carer so requests it.

Reporting Instances of Cyber-bullying

If students are being harassed online, they are encouraged to take the following actions immediately:

- Report to eSafety Commisioner

- Tell an adult they trust. This can be a teacher, parent, older sibling or grandparent
    - someone who can help do something about it.

- Leave the area or stop the activity.

- Block the sender's messages. Never reply to harassing messages.

- Keep a record. Save any harassing messages and record the time and date that you received.

- Advise your Service Provider. Most service providers have appropriate use policies that restrict users from harassing others. They can respond to reports of cyber-bullying over their networks.

- Report to police. If the bullying includes physical threats, tell the police. Most online behaviour can be traced and it's a criminal offence to use a mobile phone or any form of communication to menace, harass or offend another person.

Evaluating the Program

The plan and strategies put in place will be evaluated on an ongoing basis:

- Noting if there has been a reduction in reported or observed incidences of bullying;

- Noting if there has been a change in the ethos of our school. i.e. a culture within the school which makes it safe to 'tell' - without fear of reprisals;

- Speaking to parents who have reported incidences to find out if the problem has been resolved.

No method of addressing Cyberbullying has been reported as 100% effective. Therefore this policy will be reviewed with whole staff, student, parent and community input annually.

Additional Information and Contacts

Kids Helpline
Ph: 1800 55 1800 (free call)
Website: https://kidshelpline.com.au/

Parentline – NSW
Ph: 1300 1300 52
Website: www.parentline.org.au

Office of the Children's eSafety Commissioner
Ph: 1800 880 176
Email: enquiries@esafety.gov.au
Website: https://esafety.gov.au

Headspace
Ph: 1800 650 890
Website: https://www.eheadspace.org.au/

Be Deadly Online
Indigenous Student Supper Safety Support
Website: https://www.esafety.gov.au/education-resources/classroom-resources/be-deadly-online

Bullying No Way
Website: www.bullyingnoway.gov.au

Cyber Smart
Website: www.cybersmart.gov.au

National Centre Against Bullying
Website: www.ncab.org.au

School Executive Staff

Mr. David Osland – **Principal**

Ms Evelyn Manson – **Deputy Principal** *(Year 7)*

Mr Den Milenkovic – **Deputy Principal** *(Year 8, 12)*

Ms Christine Smith – **Acting Deputy Principal** *(Year 10)*

Ms Liliana Maggio – **Acting Deputy Principal** *(Year 9, 11)*

Mr Hunter Ashton **– Deputy Principal** *(IEC)*

School Contact Information

Chatswood High School

24 Centennial Avenue

Ph: 02 9419 3611

Fax: 02 9415 1342

Email: chatswood-h.school@det.nsw.edu.au

Website:

http://www.chatswoodhighschool.com.au