

Shoalhaven High School Anti-bullying Plan





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 at Shoalhaven High School and reflects the Bullying: Preventing and Responding to Student Bullying in Schools Policy of the New South Wales Department of Education and Communities. The policy has been developed collaboratively with students, school staff, parents, caregivers, and the community.

Statement of purpose

Shoalhaven High School values and shows tolerance of others within a safe and supportive environment which encourages and promotes cooperation, respect and personal achievement. Our school fosters positive relationships through strong student wellbeing programs and positive community involvement. Our school advocates that the prevention of peer conflict is the responsibility of students, staff, families and the community to contribute to the establishment of a safe and happy school environment.

This plan aims to address all forms of peer conflict which may occur and to provide positive strategies for preventing, reporting and managing forms of conflict that are not acceptable in the school environment.

Protection and Prevention

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. Cyberbullying 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.

Our school recognizes that bullying is different from other forms of conflict such as ordinary teasing or rough-and-tumble school yard fights. What makes it different is that the incidents are ongoing, and there is usually an imbalance of size, strength and power between the students involved. There are five primary characteristics of bullying behaviour:

- Repetition
- Secretiveness
- Power Imbalance
- Shame or Guilt
- Increased vulnerability
- Intent to hurt

Our school explicitly teaches our core values to all students. This is reinforced by our Positive Behaviour for Learning Team and through Wellbeing programs which are delivered throughout the year including things like Peer Support. Additionally, we promote these core values through competitions, for example, Art and Science.

Our School Core Values also enhance our plan.

“RESPECT”

Respect means respect for self, others, the environment and equipment.

Don't put up with harassment or bullying. Report it to a teacher or your Year Adviser. Healthy relationships are built on respect. Talking openly and honestly with each other, setting appropriate personal boundaries and being assertive creates relationships which preclude bullying and harassment.

“RESPONSIBILITY”

Responsibility means reporting bullying and harassment. It also means taking responsibility for your actions.

It is important for everyone at school to feel safe and comfortable. If a student witnesses bullying and does nothing they are condoning the behaviour. Being an inactive bystander encourages bullying to continue.

“SAFETY”

Safety means following our school rules and expectations so that a student is not putting themselves or others at risk or in danger. Everyone has the right to feel safe at school.

It is a right for everyone to feel safe at school. If a student witnesses any behaviour that is unsafe, it must be reported to a teacher.

“PARTICIPATION”

Participation means being actively involved in all aspects of school life.

It is important for all students to be able to participate confidently without victimisation or ridicule.

Early Intervention - Education

The Shoalhaven High School Wellbeing team has a focus on prevention and early intervention in regards to bullying. Beginning in the transition program from Year 6 into 7 the Transition Coordinator and the current Year Adviser liaise with the partner schools regarding any previous issues and also reinforce the school's values and highlight the level of expectation regarding student behaviour.

The school will continue this process with programs delivered by the Wellbeing team that reinforce the qualities of strong and respectful relationships as well as good communication skills.

Teachers are supported in this role by the Student Support Officer, Aboriginal Education Officers, School Counsellors and the School Chaplain. Any bullying issues that arise are to be dealt with in a consistent and timely manner by all staff that work with the student body.

Early Intervention – Issue Management

Shoalhaven High School will deal with and manage incidents of peer conflict promptly in order to encourage student accountability and ensuring procedural fairness is applied.

All reported cases of peer conflict are investigated. Counselling is offered and follow-up provided. Procedures for management of peer conflict incidents and suggested strategies are made clear to all staff, and intervention options are provided to students including peer mentoring, counselling, mediation, Year Adviser, Head Teacher Welfare or Deputy Principal monitoring/ or involvement.

Responding to an Incident of Bullying and Harassment

1. Respond promptly: It is essential that staff members to whom a report has been made manage the report and attempt a resolution. N.B: Incidents involving violence should be referred to the relevant Deputy Principal.
2. Reassure the student that the school sees the problem as real and serious: Be supportive.
3. Request the student complete a statement or an incident report: this step is essential in order to follow through a resolution and then monitor the case.
4. Manage the incident: This may include gaining statements from all parties and any witnesses involved to accurately establish when and how the conflict occurred and who was involved.
5. Action and Resolution: Remind the antagonist of school expectations relating to student welfare and discipline. Apply disciplinary consequences as deemed necessary
6. File: Ensure incidents are entered on SENTRAL, including action and resolution and Head Teacher Wellbeing and Year Adviser are notified.
7. Monitor: If a pattern of behaviour continues the classroom teacher, Year Adviser, or Head Teacher Wellbeing will inform the Deputy Principal.
8. Supervision: it is the responsibility of all teaching staff to maintain a duty of care towards the wellbeing of all students as part of their supervision in all areas of the school setting. All teaching staff, whether on immediate duty or not, maintain a duty of care to respond to both observed and reported incidents and to ensure student wellbeing.

This Anti-Bullying Plan:

- Includes procedures consistent with DN10/00225 – Reporting incidents involving assaults, threats, intimidation or harassment and the Incident Reporting Policy (Intranet only)
- Includes procedures for contacting the child wellbeing unit or Community Services where appropriate
- Includes contact information for the police youth liaison officer (YLO) and school liaison police officer (SLP) where appropriate
- Includes contact information for appropriate support services such as Kids Helpline
- Includes information on departmental appeal procedures and the Complaints Handling Policy
- Is promoted and widely available within the school community and published on any school website
- Is reviewed with the school community at least every three years.

Principal's comment

This policy has been developed through consultation with a number of key stakeholders in our school community. Review of this policy will be undertaken every three years. We have aimed to make this policy easily understood and to provide websites that students, teachers and children can access to gain further information. Please do not hesitate to ask for help if you are unsure of how to seek support if you believe your child may be experiencing ongoing peer conflict. Early intervention and awareness is often the key to a successful resolution.

Additional Information

Kids Helpline:	1800 55 1800
CAMHS/Crossroads Youth Health Service:	02 4423 1784
Headspace (Nowra):.....	02 4421 5388
Mental Health Line:.....	1800 011 511
Parent Help Line:.....	13 2055
Lifeline:.....	131 114
Nowra Youth Centre:	02 4422 1988
Waminda Aboriginal Womens Health Service:.....	02 4421 7400
South Coast Medical Service Aboriginal Coop:	02 4428 6666
Nowra Police Liaison Office:.....	02 4421 9626

School contact information

Address:	Shoalhaven High School 60 Park Road, Nowra, NSW, 2541
Phone:	02 4421 8022
Fax:	02 4423 0272
Email:	shoalhaven-h.school@det.nsw.edu.au
Web:	http://shoalhaven-h.schools.nsw.gov.au

Wellbeing Staff

Deputy Principals

Year 7 & 12	Mr M Dolby
Year 9 & 10	Mr J McNeil
Year 8 & 11	Mr C Hunter
Support.....	Mrs A Johnstone

Head Teacher Wellbeing

..... Ms M Wood

Student Advisers

Year 7.....	Miss E Aird
Year 8.....	Miss E Talbert
Year 9.....	Miss O Patterson
Year 10.....	Mrs M Snape
Year 11.....	Mrs L Martin
Year 12.....	Mr N McDonald

Anti-Racism Contact Officer

..... Mr E Fakhoury

School Counsellors

..... Mrs L Petersen
..... Mrs N McMahon

Student Support Officer

..... Mrs L Horgan