



SOUTH GRAFTON HIGH SCHOOL

Anti-Bullying Plan



Anti-Bullying Plan:

Preventing and responding to student bullying in South Grafton High School

The South Grafton High School Anti-bullying Plan reflects the *Bullying: Preventing and Responding to Student Bullying in Schools Policy* of the New South Wales Department of Education. As a school community we reject all forms of bullying and violence.

Bullying

Bullying is the 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, sexuality 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. Our 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 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 Anti-bullying Plan

In addition, teachers have the 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 the responsibility to:

- behave appropriately, respecting individual differences and diversity
- behave as responsible digital citizens
- follow the school's Anti-Bullying Plan
- behave as responsible bystanders
- report incidents of bullying according to the 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 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

South Grafton High 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.

The South Grafton High School Anti-Bullying Plan has been developed in close collaboration with the whole school community. A draft Anti-Bullying Plan was developed by the school's Anti-Bullying Committee. The drafts were evaluated and reviewed through student, staff and parent/carer networks including SRC meetings, P&C meetings and staff meetings.

Opportunities for consultation were provided to parents and carers at Parent/Teacher nights and to students through an Anti-Bullying forum held during lunchtime. The draft was also published on the school's website and communicated via the school's newsletter and Facebook page.

Our commitment

The Kandersteg Declaration is a pledge of long term commitment and determination to promote healthy relationships and prevent bullying and victimisation in children and youth that resulted from the *Joint Efforts Against Victimization Conference* held in Kandersteg, Switzerland in 2007. We as a school have made a commitment to address bullying and we are a signatory to this declaration. The declaration can be found on our school website.

South Grafton High School is also a member of the Safe Schools Coalition. As a Safe School we are committed to creating an inclusive school environment that is free from homophobic and transphobic bullying and discrimination. A copy of our Safe Schools membership can be found on our

website.

Protection

South Grafton High School has developed a shared understanding of bullying behaviour through the adoption of one encompassing definition. This definition is endorsed by the NSW Department of Education and captures all forms of bullying including verbal, physical, social, psychological and cyberbullying. It is displayed in every faculty staff room as well as classrooms.

South Grafton High School promotes a positive climate of respectful relationships through the Positive Behaviour for Learning (PBL) program. PBL is a whole school initiative which aims to reduce negative behaviour and build a school culture where bullying is less likely to occur. The PBL program reinforces our four core values; take responsibility, show respect, stay safe and personal best.

Prevention

The following strategies and programs have been implemented in our school for bullying prevention:

- Excursions and/or days that focus on relationships and fostering group cohesion
- Themed days organised by the SRC or welfare faculty that promote tolerance and community. For example Harmony Day, NAIDOC week, Wear It Purple Day, the National Day of Action Against Bullying and Violence and Fun Fridays
- Regular visits from the School Liaison Police Officer (SLP)
- Year 8 'Tagged' Cybersafety workshop presented by SLP, Student Support Officer & ICT teachers
- Peer support programs
- For parents/carers our website provides links to a range of national and state resources, services and support organisations
- For students our website provides links to a range of national and state resources, services and support organisations
- Student assemblies are utilised to reinforce anti-bullying messages

- The SGHS official Facebook page and weekly newsletter are platforms used to strengthen our position on bullying and provide information and advice to students and parents/carers
- Information and education sessions for parents/carers are offered regularly in collaboration with national organisations and local council
- Personal Development Health and Physical Education and Information, Communication and Technology subjects specifically focus on issues such as bullying, cyberbullying, self-esteem and identity as part of the curriculum
- Anti-bullying messages are embedded in every year level and Key Learning Area through the vehicle of PBL and other pedagogy which supports students to develop skills to build positive and respectful relationships with others

Early Intervention

Students who are identified as being at risk of developing long term difficulties with social relationships or have previously experienced bullying or have engaged in bullying behaviour are appropriately supported. The following early intervention strategies and programs have been implemented at SGHS:

- Weekly Welfare meetings
- Year 6 to year 7 transition program
- Enrolment interviews with student and parent/carers, including liaison with staff from previous school
- Referral to the Learning and Support Team (LST)
- Referral to the Anti-Racism Contact Officer (ARCO)
- Student Support Officer programs: RAGE (Re-navigating Anger and Guilty Emotions) and Managing The Bull (Resilience)
- Other welfare and educational programs; Tutorial Centre, Multi Categorical Class, ED Class, Cultural Centre, SMP, indoor lunchtime games, Healthy Breakfast Club, Peer Reading, MultiLit, DjehutiSmart, PRIDE/GSA, interest groups and other school clubs.

Response

South Grafton High School has implemented a number of strategies to empower the whole school community to recognise and respond appropriately to bullying, harassment and victimisation and to behave as responsible bystanders. It is important that students, teachers and parents/carers respond in the following manner:

Students

If someone tries to bully you

- Look them in the eye, tell them to 'stop'
- Ignore them and walk away
- Pretend you don't care
- Go to places where you feel safe

If you have been bullied

- Report it to a teacher or your Year Advisor
- Talk to an adult (parent, teacher) you trust who can help stop the bullying
- Seek support from your friends
- Keep on asking for support until the bullying stops
- If it is cyberbullying collect evidence e.g. URLs or screenshots of the material

If you see someone being bullied

- If it is safe for you to intervene tell them to 'stop'
- Report it to a teacher or report it to Stymie stymie.com.au
- Support the person being bullied

Parents/carers

If your child talks to you about bullying:

- Listen calmly to get the full story
- Determine if the behavior fits the definition of bullying (Please refer to the definition at the start of this document)
- If the behavior does fit within the definition of bullying reassure your child that they are not to blame

- Ask your child what they want to do about it and how you can help
- Visit www.bullyingnoway.gov.au to find some strategies
- Contact the school and ask to speak to your child's Year Advisor
- Check-in regularly with your child

It is important as a parent/carer that you never:

- Try to deal with the perceived offender yourself. Doing so commonly leads to a worsening of the situation
- Telephone, message or add to online social networking threads involving the offender
- Visit another child's parent/carer or visit the house of another child
- Encourage a physical response from your child. In line with the DoE suspension and expulsion procedures a suspension will result for any student who becomes physical

Staff

If a student comes to you to report bullying or you observe bullying behaviour:

- Reassure the student that you will try to help them
- Tell them the school does not accept bullying and has processes to deal with it
- Find a suitable place to talk or make a time to discuss the problem privately
- Listen calmly to get the full story
- Ask clarifying questions to distinguish between conflict, single incidents and ongoing bullying
- Determine if the behaviour fits within the definition of bullying
- Write down the information or if the student is comfortable ask them to write down the information
- Ask the student what they want you to do and whether they want you to do anything
- Ask the student if they feel safe in the short term in case you need to take preventative safety measures
- Tell them you will now respond to their report as per the procedures outlined in this plan
- If it is cyberbullying ask the student to collect evidence e.g. URLs or screenshots of the material

The procedures for reporting any incident of bullying are as follows:

- A student can report bullying to any teacher or staff member verbally, in writing or via Stymie stymie.com.au
- A parent/caregiver can report bullying by contacting the school and speaking to their child's Year Advisor

These procedures will be publicised to the school community via the school website. The procedures will also be published in the school's newsletter on a regular basis.

The response plan which is attached as an appendix to this document is a flowchart which outlines the processes used by South Grafton High School to match planned combinations of interventions to particular levels of bullying.

As detailed in the response plan any student who has been affected by, engaged in or witnessed bullying behaviour will be monitored by Year Advisors, HT Welfare and Deputy Principals and may be referred to the school's Learning and Support Team for additional support and guidance if required.

Regular updates regarding the management of bullying incidences reported to the school will be provided through newsletters and the official Facebook page, whilst still ensuring specific incidences remain private and confidential.

Incidences involving assaults, serious threats of harm, intimidation or harassment may be reported to the police via the school principal. Similarly in situations where there are immediate concerns for a student's safety, welfare or wellbeing due to physical or psychological harm the school principal will be notified and the Child Wellbeing Unit or Community Services will be contacted.

If in any case the school has not followed the outlined procedures, parents/caregivers and/or students may follow departmental appeal procedures via the NSW Department of Education Complaints Handling Guidelines. However we endeavor to resolve any grievances or complaints internally in a prompt, impartial and just manner.

Patterns of bullying behavior will be monitored through the use of Stymie, Sentral searches and the annual Tell Them from Me survey. This data will be used to monitor and evaluate the effectiveness of the Anti-Bullying Plan.

The plan will be available on the South Grafton High School website, and the link will be provided to the community via the newsletter and official Facebook page.

The plan is also introduced to students and parents and carers by the Student Support Officer and/or Year Advisor at Year 7 Information sessions and on Orientation Day.

The school's Anti-Bullying Plan will be reviewed every three years in consultation with students and the school community. Staff, parents/carers and students are encouraged to provide comment or feedback on the Anti-bullying Plan to the school at any time.

Next review: May 2019

Additional information

School Liaison Police Officer (SLP)

c/o Coffs Harbour Police Station **02 66520299**

Kids Helpline **1800 551 800**

Lifeline **13 11 14**

Mental Health Access Line **1300 369 968**

Grafton Police **02 6642 0222**

Emergency **000**

Principal's comment

South Grafton High School is dedicated to creating a supportive school environment where bullying, harassment and violence are not tolerated. Our Anti-Bullying Plan is a whole school approach whereby students, staff and parents all have a role in preventing and reducing bullying in our school. New student-led initiatives such as SMILE and Stymie allow students to report bullying of themselves and others so that appropriate action may be taken. This plan aligns with SGHS's Wellbeing and Discipline Implementation Guidelines.

The following people were responsible for the development of the Anti-bullying Plan:

Megan Johnson, Principal

Greg Court, Deputy Principal

Jo Foley, Head Teacher Welfare

Mark Blundell, Head Teacher Science

Ian Denley, Science Teacher

Jenene Heath, Learning and Support Teacher

Sarah Landrigan, Student Support Officer

School contact information

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Procedures for dealing with bullying

When a student feels like he/she/they are a victim of bullying the student/s should:

- Stand their ground, speak calmly and firmly and tell the perpetrator that the behaviour is unwelcome and he/she/they wishes it to stop;
- If the behaviour continues report it to a staff member (e.g. teacher, Year Advisor, HT Welfare, SSO, DP)
- Not take retaliatory measures

