



Anti-Bullying Policy

Kirrawee High School (*KHS*) provides a safe, challenging and supportive environment for all students through its cultivation of a safe, inclusive and respectful learning community that promotes wellbeing. KHS rejects all forms of bullying behaviours, including online (or cyber) bullying, and actions these negative behaviours through a range of face to face and online programs. All staff at KHS are committed to establishing evidence-based approaches and strategies that promote a positive climate where bullying is less likely to occur.

What is 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, intimidation, victimisation and a 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 including bystanders.

Conflict or fights between equals or single incidents are not defined as bullying.

Bullying behaviour can be:

- Verbal e.g. name calling, teasing, abuse, putdowns, sarcasm, insults, threats
- Physical e.g. hitting, punching, kicking, scratching, tripping, spitting
- Social e.g. ignoring, excluding, ostracising, alienating, making inappropriate gestures
- Psychological e.g. spreading rumours, dirty looks, hiding or damaging possessions
- Cyber bullying e.g. malicious SMS and email messages, inappropriate use of social media and camera phones

The term “bullying” has a specific meaning. The school’s Anti-bullying Plan sets out the process for preventing and responding to student bullying. The school has a range of policies and practices, including Wellbeing and discipline policies that apply to student behaviour generally.

The NSW Department of Education requires all NSW public schools to have an Anti-bullying Plan which details the strategies implemented to reduce student bullying behaviours.

KHS Policy

This policy has been developed with reference to the NSW Department of Education’s Anti-Bullying Policy and other supporting documents.

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. At Kirrawee High School

we strive to create a school-wide culture that is safe and inclusive and allows students to flourish free from discrimination, harassment or any form of bullying.

This policy recognises that:

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
- Be empowered with information about the school's Anti-Bullying Plan
- Work collaboratively with the school to resolve incidents of bullying when they occur

Students have a responsibility to:

- Model appropriate behaviour which respects and values individual differences and diversity and show consideration, respect and support for others
- Use strategies taught through school-based programs to respond appropriately in instances of bullying
- Behave as responsible upstanders
- Behave as responsible digital citizens – this means interacting with others online in a positive and respectful manner, and ensuring that comments, images, videos and other material shared online respects the privacy and reputation of all
- Follow the school's Anti-Bullying Plan
- Inform a responsible adult such as parent, teacher, counsellor or Deputy Principal, if you are being bullied OR have seen another student being bullied

Upstanders are the most powerful participants in bullying incidents. It is imperative that upstanders make it clear to the bully that his/her behaviour is unacceptable, support the target of bullying, and report the bullying incident to a trusted adult.

School staff have a responsibility to:

- Model and promote appropriate relationships and behaviours
- Promote preventative and resilience strategies
- Empower students to become upstanders
- Understand and implement the anti-bullying plan
- Respond in a timely manner to incidents of bullying
- Manage, report and escalate matters where necessary
- Provide curriculum and pedagogy that supports students to develop an understanding of bullying and its impact on individuals and the broader community
- Participate in professional learning on bullying
- Ensure open lines of communication between home and school to respond to bullying situations if they arise
- Follow the school's Anti-Bullying Plan

- Review the school's Anti-Bullying Plan regularly to ensure it remains relevant and meets the needs of the students

Parents & carers have a responsibility to:

- Model appropriate behaviour that promotes positive relationships and behaviours
- Encourage their children to show consideration, respect and support for others
- Implement good management systems in the home environment that monitors the presence of bullying
- Support their children to become resilient in dealing with challenges and to become confident in reporting bullying
- Be aware of the school's Anti-Bullying Plan and assist their children in understanding bullying behaviours
- Report incidents of school related bullying behaviour
- Work collaboratively with the school to resolve incidents of bullying when they occur
- Become more computer literate and be aware of and monitor online activities

School Context: Culture and Inclusion

KHS and its broader community recognises the importance of connectedness and belonging in achieving positive outcomes within a safe school environment. Inherent to this connectedness is the establishment of positive relationships between students, staff and the community.

All members of the school community are active participants in building a welcoming school culture that values diversity and fosters positive relationships. A key component of a supportive school culture is building respectful relationships and an ethos that bullying is not accepted, in both online and offline environments.

Our school engages in the following practices to promote a positive school culture.

Student experience and action:

- Behaviour code for students
- Year and Whole School Assemblies
- Peer Support
- Optus Digital Thumbprint
- Police Youth Liaison Officer Workshops
- Building Support Pathways
- Prevention Against Risk Taking Behaviour in Youth (P.A.R.T.Y)
- Crossroads

Staff communication and professional learning:

- Accidental Counsellor Training
- PERMAH

- Wellbeing Team Meetings
- Disruption to Learning Processes
- Professional Reading Links to Wellbeing Strategies

Parents and Community Collaboration:

- Parent Information Nights and Workshops including information on Anti-Bullying and Wellbeing supports
- School Newsletter
- P&C Meetings
- Transition Evenings

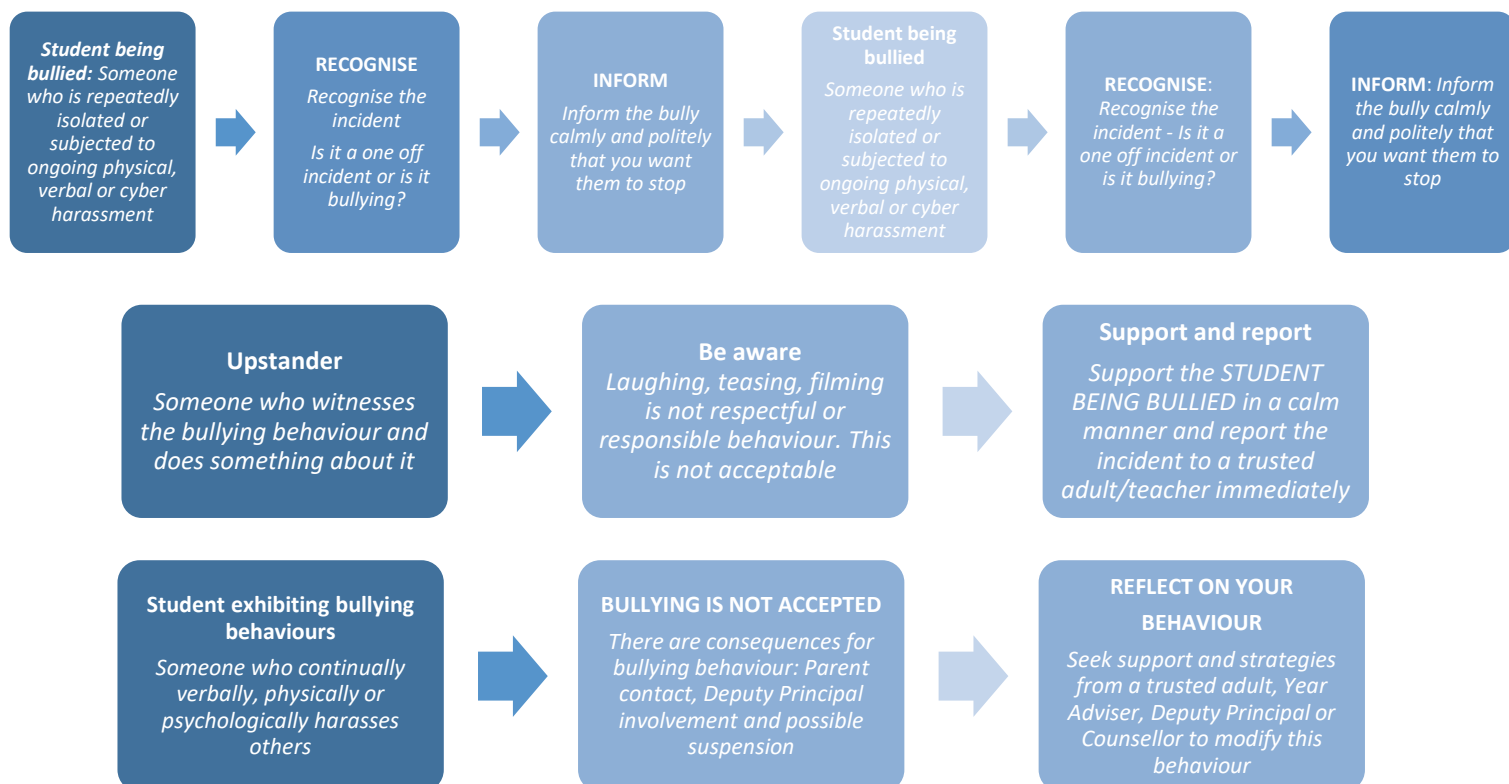
Support for Wellbeing and Positive Behaviours at KHS

KHS supports student wellbeing and positive behaviour approaches that align with our school community's needs. Social and emotional skills related to personal safety, resilience, help-seeking and protective behaviours are explicitly taught across the curriculum.

KHS provides structures to support students in identifying, managing and addressing bullying behaviours. In order for these structures to be effectively implemented, a shared understanding and collaborative approach to bullying is fundamental. KHS seeks to achieve this integrated approach through staff, student and community action.

Students

How students action bullying behaviour:



Staff

How **all staff** act on concerns of student bullying in the *classroom and playground*:

1. Engage with student and document information
2. Collect additional information eg. witness statements, teacher reports
3. Record incident on Sentral
4. Provide strategies to support student if the bullying occurs again
5. Set a date for a follow up review with the student
6. Follow Disruption to Learning Plan to decide on the course of action
7. Contact parent/carer and inform of the incident and the course of action
8. Report to the Year Adviser/Deputy Principal if bullying behaviour is persistent

Year Advisor:

1. Contact parent/carer and inform them of the incident and the course of action
2. Reflective conversation between student being bullied and student exhibiting bullying behaviours
3. Refer students to the school counsellor
4. Report incidents of bullying to Deputy Principal
5. Follow up with students over the several weeks and months
6. Report to the Deputy Principal if bullying behaviour is persistent

Deputy Principal:

1. Contact parent/carer and inform them of the incident and the course of action
2. Restorative conversation between student being bullied and student exhibiting bullying behaviours
3. Refer students to the school counsellor
4. Report incidents of bullying to the Principal to decide on the course of action (Disruption to Learning Student Behaviour Reflection)
5. Create support plan in consultation with Head Teacher Welfare
6. Follow up with students over the several weeks and months

Principal:

1. Decide on the course of action (Suspension)
2. Inform Police if required (eg. severe cases of Cyber Bullying)

Parents and the Community

How PARENTS & CARERS can act on concerns of bullying:

If your child is being bullied:

1. Listen calmly and get the full story
2. If required, encourage your child to report the incident to their Year Adviser, Counsellor or Deputy Principal
3. Work collaboratively with the school to resolve the incident
4. Discuss and practice strategies to respond to bullying
5. Monitor online interactions and report, block or shut down and negative interactions

If your child is bullying others:

1. Talk with your child and explain why bullying is unacceptable
2. Consider what else might be happening for your child
3. Teach conflict resolution skills
4. Discuss the behaviours with the school in regards to any concerns you may have
5. Monitor your child's online interactions

If your child has seen bullying:

1. Encourage your child to talk about what happened
2. Talk about being a supportive upstander
3. If your child tells you that the bullying is continuing or increasing, contact the school

Interventions

| <i>When</i> | <i>What</i> | <i>Who</i> |
|-----------------------------|--|--|
| Term 1 | <i>Behaviour Code Welcome to Welfare Harmony Day</i> | <i>Whole School</i> |
| Term 1 | <i>PYLO Talks on cyber safety, anti-bullying & the law</i> | <i>Yrs 7-11</i> |
| Term 1, 2, 3 & 4 | <i>Year Meetings: Friendships/ Conflict Versus Bullying/ Respectful Relationships/ Conflict Resolution and Problem Solving</i> | <i>Whole School, ongoing</i> |
| Term 1, & 4 | <i>Peer Support</i> | <i>Lead by Year 10 for Year 7(T3 & T4 anti-bullying focus)</i> |
| Term 3 | <i>Brainstorm Productions- The Hurting Game: anti- bullying, resilience & digital citizenship</i> | <i>Yrs 7 & 8</i> |
| Term 3 | <i>RUOK Week, whole school assembly & activities</i> | <i>Whole School</i> |
| Term 4 | <i>SRC Training and anti-bullying talks in year meetings</i> | <i>Whole School</i> |
| Term 4 | <i>Gratitude Challenge (Year Meetings)</i> | <i>Whole School</i> |

RESOURCES

This plan has been devised in alignment with information from:

NSW Department of Education Anti-Bullying Policy

<https://education.nsw.gov.au/policy-library/policies/bullying-of-students-prevention-and-response-policy>

Anti-Bullying NSW

<https://antibullying.nsw.gov.au/>

Bullying – No Way!

<https://bullyingnoway.gov.au/>

Reach Out Australia

<https://au.reachout.com/>

Headspace

<https://headspace.org.au/>

Kids Helpline – 1800 551 800

<https://kidshelpline.com.au/>

Student Wellbeing Hub

<https://studentwellbeinghub.edu.au/>

KHS Positive Education Google Classroom

Class Code: x2pcenk

The Strengths of KHS

<https://kirraweehigh.school/student-leadership/our-signature-strengths/#:~:text=The%20intention%20of%20the%20Signature,and%20dynamic%20than%20mere%20rules%3A&text=In%20the%20classroom%2C%20they%20are%20our%20expectations.&text=In%20a%20community%20sense%2C%20they%20are%20our%20core%20values.&text=In%20a%20corporate%20sense%2C%20they%20are%20as%20our%20mission%20statements.>

Staff Handbook/Parent Facing Anti-Bullying Policy Summary

Kirrawee High School (*KHS*) provides a safe, challenging and supportive environment for all students through its cultivation of a safe, inclusive and respectful learning community that promotes wellbeing. KHS rejects all forms of bullying behaviours, including online (or cyber) bullying, and actions these negative behaviours through a range of face to face and online programs. All staff at KHS are committed to establishing evidence-based approaches and strategies that promote a positive climate where bullying is less likely to occur.

What is 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, intimidation, victimisation and a 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 including bystanders.

KHS Policy

This policy has been developed with reference to the NSW Department of Education's Anti-Bullying Policy and other supporting documents.

This policy recognises that:

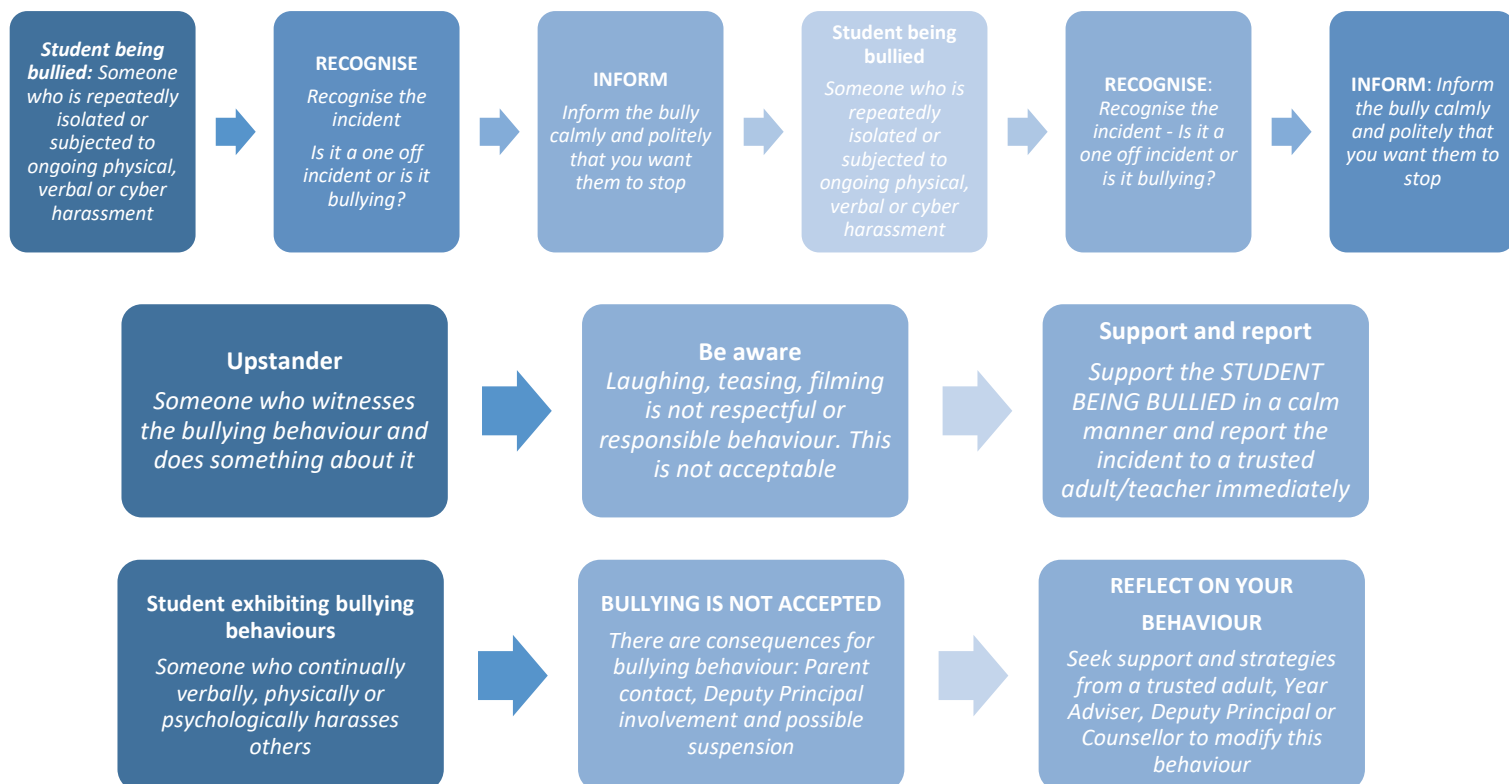
All members of the school community have a responsibility to:

- Model and promote positive relationships that respect and accept individual differences and diversity within the school community
- Be empowered with information about the school's Anti-Bullying Plan
- Work collaboratively with the school to resolve incidents of bullying when they occur

Students have a responsibility to:

- Model appropriate behaviour which respects and values individual differences and diversity and show consideration, respect and support for others
- Use strategies taught through school-based programs to respond appropriately in instances of bullying
- Behave as responsible upstanders
- Behave as responsible digital citizens – this means interacting with others online in a positive and respectful manner, and ensuring that comments, images, videos and other material shared online respects the privacy and reputation of all
- Follow the school's Anti-Bullying Plan
- Inform a responsible adult such as parent, teacher, counsellor or Deputy Principal, if you are being bullied OR have seen another student being bullied

Upstanders are the most powerful participants in bullying incidents. It is imperative that upstanders make it clear to the bully that his/her behaviour is unacceptable, support the target of bullying, and report the bullying incident to a trusted adult.



School staff have a responsibility to:

- Model and promote appropriate relationships and behaviours
- Promote preventative and resilience strategies
- Empower students to become upstanders
- Understand and implement the anti-bullying plan
- Respond in a timely manner to incidents of bullying
- Manage, report and escalate matters where necessary
- Provide curriculum and pedagogy that supports students to develop an understanding of bullying and its impact on individuals and the broader community
- Participate in professional learning on bullying
- Ensure open lines of communication between home and school to respond to bullying situations if they arise
- Follow the school's Anti-Bullying Plan
- Review the school's Anti-Bullying Plan regularly to ensure it remains relevant and meets the needs of the students

Parents & carers have a responsibility to:

- Model appropriate behaviour that promotes positive relationships and behaviours
- Encourage their children to show consideration, respect and support for others
- Implement good management systems in the home environment that monitors the presence of bullying
- Support their children to become resilient in dealing with challenges and to become confident in reporting bullying
- Be aware of the school's Anti-Bullying Plan and assist their children in understanding bullying behaviours
- Report incidents of school related bullying behaviour
- Work collaboratively with the school to resolve incidents of bullying when they occur
- Become more computer literate and be aware of and monitor online activities

RESOURCES

This plan has been devised in alignment with information from:

NSW Department of Education Anti-Bullying Policy

<https://education.nsw.gov.au/policy-library/policies/bullying-of-students-prevention-and-response-policy>

Anti-Bullying NSW

<https://antibullying.nsw.gov.au/>

Bullying – No Way!

<https://bullyingnoway.gov.au/>

Reach Out Australia

<https://au.reachout.com/>

Headspace

<https://headspace.org.au/>

Kids Helpline – 1800 551 800

<https://kidshelpline.com.au/>

Student Wellbeing Hub

<https://studentwellbeinghub.edu.au/>