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.

KHS Policy

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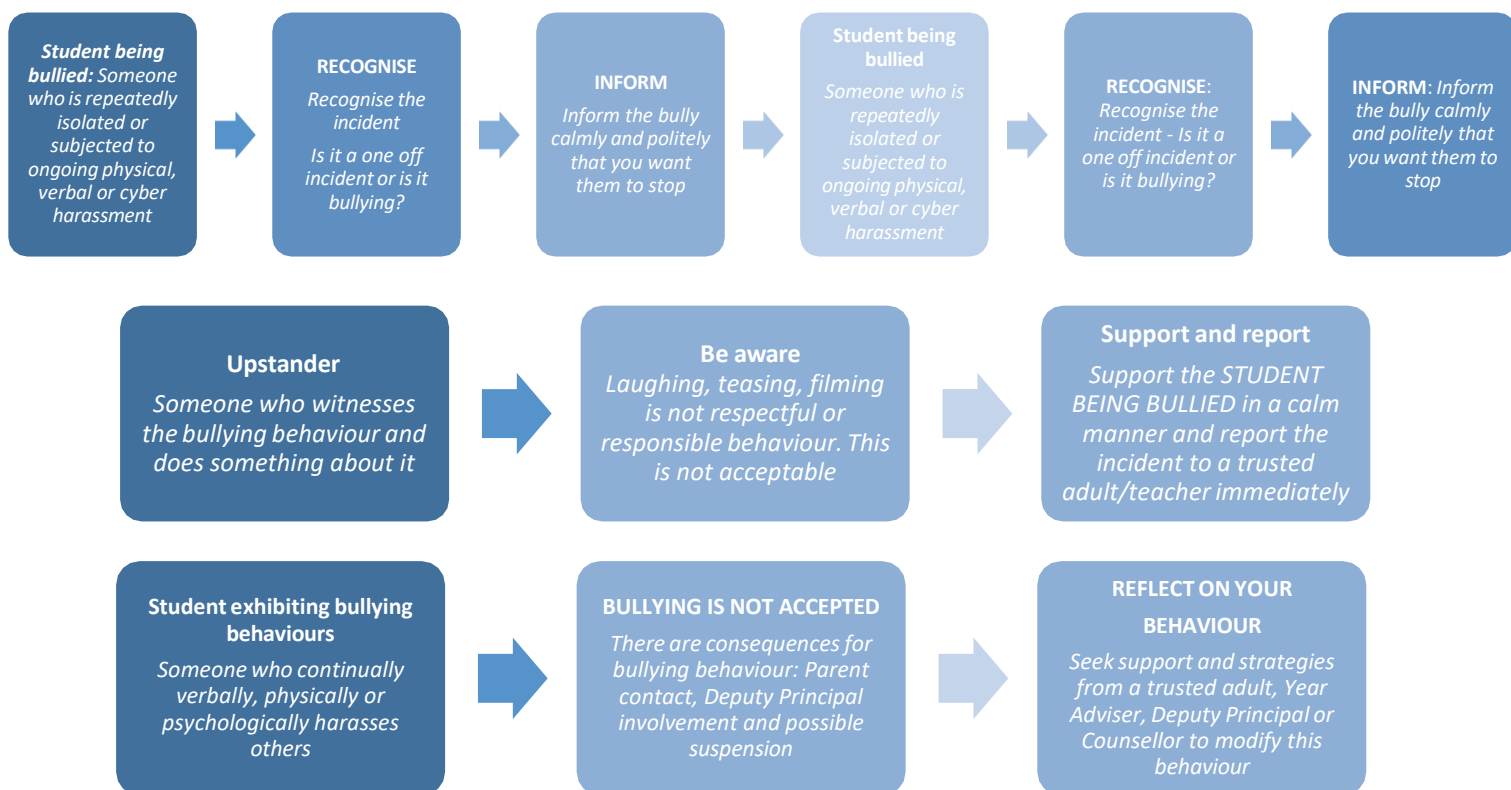This policy recognises that:

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.

Student being bullied: *Someone who is repeatedly isolated or subjected to ongoing physical, verbal or cyber harassment*	**RECOGNISE** *Recognise the incident* *Is it a one off incident or is it bullying?*	**INFORM** *Inform the bully calmly and politely that you want them to stop*	**Student being bullied** *Someone who is repeatedly isolated or subjected to ongoing physical, verbal or cyber harassment*	**RECOGNISE:** *Recognise the incident - Is it a one off incident or is it bullying?*	**INFORM:** *Inform the bully calmly and politely that you want them to stop*

Upstander *Someone who witnesses the bullying behaviour and does something about it*	**Be aware** *Laughing, teasing, filming is not respectful or responsible behaviour. This is not acceptable*	**Support and report** *Support the STUDENT BEING BULLIED in a calm manner and report the incident to a trusted adult/teacher immediately*
Student exhibiting bullying behaviours *Someone who continually verbally, physically or psychologically harasses others*	**BULLYING IS NOT ACCEPTED** *There are consequences for bullying behaviour: Parent contact, Deputy Principal involvement and possible suspension*	**REFLECT ON YOUR BEHAVIOUR** *Seek support and strategies from a trusted adult, Year Adviser, Deputy Principal or Counsellor to modify this behaviour*

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/