Narrabri High School
ANTI-BULLYING PLAN

Preamble
At Narrabri High School bullying is taken very seriously and is not acceptable in any form. Students should be able to expect to spend the school day free from the fear of bullying, harassment and intimidation. Any inappropriate behaviour that gets in the way of teaching and learning at the school and interferes with the well being of students cannot be accepted. Bullying:
- devalues, isolates and frightens
- affects an individual’s ability to achieve
- has long-term effects on those engaging in bullying behaviour, those who are the subjects of bullying and the onlookers or bystanders.

Teachers, students, parents, caregivers and members of the wider community have a responsibility to work together to address bullying.

Defining Bullying Behaviour
Bullying can be defined as intentional, repeated behaviour by an individual or group of individuals that causes distress, hurt or undue pressure.

Bullying involves the abuse of power in relationships.
Bullying is aggressive behaviour that involves unwanted, negative actions.
Bullying involves a pattern of behaviour repeated over time.
Bullying is intentional.
Bullying involves all forms of harassment (including sex, race, disability, homosexuality or transgender), humiliation, domination, intimidation and victimisation of others.

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

Cyber bullying is a form of bullying using text or images posted on personal websites or sent by mobile phone or email. Cyber bullying is a particularly insidious, powerful and devastating form of bullying. Although cyber bullying generally happens outside school, its affects what happens in school, contributing to poor school performance, depression and even suicide.
A Statement of Purpose

Students, teachers, parents, caregivers and members of the wider school community have a shared responsibility to:

- create a safe and happy environment, free from all forms of bullying.
- promote positive relationships that respect and accept individual differences and diversity within the whole school community.
- actively work together to resolve incidents of bullying behaviour when they occur.
- support the Anti-bullying plan through words and actions.

Students, teachers, parents, caregivers and members of the wider school community can expect:

- that students will be safe at school, free from bullying, harassment, intimidation and victimisation.
- to know what is expected of them and others in relation to the Anti-bullying plan.
- that all students will be provided with appropriate support when bullying occurs.

Students can expect to:

- know that their concerns will be responded to by school staff.
- be provided with appropriate support.
- participate in learning experiences that address key understandings and skills relating to positive relationships, safety, gender equity, discrimination, bullying and harassment.

Students have a responsibility to:

- behave appropriately in accordance with the school’s rules.
- follow the school’s Anti-bullying plan.
- respond to incidents of bullying according to the school’s Anti-bullying plan.

Parents and caregivers have a responsibility to:

- support their children in all aspects of their learning.
- be aware of the school’s Anti-bullying plan and assist their children in understanding bullying behaviour.
- support their children in developing positive responses to incidents of bullying.
- support all students of the school to deal effectively with bullying.

Teachers have a responsibility to:

- respect and support students in all aspects of their learning.
- model appropriate behaviour.
- respond in an appropriate and timely manner to incidents of bullying according to the school’s Anti-bullying plan.
Managing Bullying

Anti-Bullying Strategies at Narrabri High School

- Transition program for Year 6 students from local primary schools – targeted ‘at risk’ students could attend additional visits to High School
- Positive Behaviour for Learning (PBL) program being introduced across whole school
- Curriculum focus on anti-bullying (eg PD/H/PE-‘relationships’)
- Welfare programs – one off sessions targeting specific groups
  - Cyber Bullying (police liaison officer)
  - Year 7 ‘Bush to Beach’ camp
  - ‘Sticks and Stones’ production (Years 7,8)
  - Motivational Media presentation (Years 9,10,11,12)
  - Domestic Violence presentation ‘The Cottage’ (Year 10)
  - Talks by community members
- Constant awareness raising anti-bullying activities. Examples could include:-
  - Newsletter
  - ‘High Notes’ in The Courier
  - Year meetings
  - DEAR sessions
  - Screen savers on computers in classrooms
  - Signage around the school
  - Digital screen in main foyer
  - Programs such as ‘Bounce Back’, ‘You Can Do It’, ‘Mindmatters’
Procedures for Reporting and Dealing With Bullying Behaviour at Narrabri High

PARENTS

At home:
- Encourage your child to discuss bullying.
- Teach and model assertive behaviour.
- Teach empathy and helping behaviours to enable your child to support victimised peers.
- Encourage your child to follow the schools reporting procedures.

If your child is being bullied:
- Listen calmly to what your child is saying
- Contact the school (Year Advisor or Deputy Principal) on 6792 1180
- The school will deal with all reports of bullying
- Find out the facts from the school. Do not ring other parents.
- Do not involve other students in the matter.
- Be supportive of your child - acknowledge that bullying will not be tolerated.

If your child is the bully:
- Talk to your child about bullying.
- Help your child understand the consequences of bullying
- Seek help/advice from the school to develop ways to stop bullying eg: counselling
- Reinforce positive behaviour
STUDENT: The Bully

If you have bullied others:

- Be co-operative during staff interviews - you will be given a chance to talk about your version of the incident.
- Do not involve other students in the matter.
- Be willing to seek and accept help in resolving any conflict.
- Acknowledge that bullying will not be tolerated.
- Accept access to support services to help in developing positive behaviours (eg: counsellor, ISTB).
- Be willing to accept consequences of bullying others.

As a consequence of bullying others you will be required to:
- (1st offence): attend playground isolation detention (2 days)
- (Repeat offences): Head Teachers to impose faculty isolation and/or playground isolation (2 days)
- (If bullying continues): Deputy Principal or Principal may impose Monitoring Cards / S.C.A.P.P. / In school suspension / Suspension / Referral to school counsellor and/or ISTB
THE TEACHER:

Student being bullied

Incident observed or reported to teacher

Consequences
- Interview
- Detention (2 days playground isolation)
- Phone call home

Yes

Resolution

- Student completes "Bullying Statement"
- Teacher investigates and deals with issue
- Document in DAS
- Consequences for bully(s)

No further action

Yes

Resolution

- Refer to Head teacher &/or Year Advisor
- YA/HT interviews all parties
- Both Parents/Careers notified
- Referral to School Counsellor if required
- Consequences for Bully(s)
- DAS Recorded

Consequences
- Detention (2 days)
- Phone call home
- Faculty Isolation (2 days)
- In School Suspension (DP)
- Parent interviews
- Suspension (DP)
- Monitoring Card (DP)
- S.C.A.P.P. (DP)

No

- Referred to Principal
- Interview with Parent/Carer
- Referred to School Counsellor and/or ISTB
STUDENT: (The Victim)

Tell someone:
- teacher, parent, friend, Year Advisor, 'Bullying Box' etc.
- Consider anti-bullying strategies
- Complete "Bullying Statement" with a teacher

If bullying continues

Tell someone:
- Teacher, Year Advisor, teacher on duty, 'Bullying Box'

If bullying continues

If bulling continues
- Tell someone (the teacher you spoke to last time).
- Year Advisor/Head Teacher will refer to Deputy Principal.

- Bullies to be interviewed
- Consequences/feedback to 'victim'.

Bullying stops:
- No further action
STUDENT: The Witness

If you see bullying happening:

- Do not laugh or join in.
- If you feel able, tell the bully(s) to stop.

If bullying is physical
report to Head Teacher
or DP

If you see the bullying continuing

- Report it to the Classroom Teacher or Playground Teacher
- ‘Bullying Box’
- Complete witness statement
- Feedback to witness (from staff member)

If bullying continues

- Report to Year Advisor, Head Teacher or DP.
- Complete witness statement
- Feedback to witness (from staff member)
**Workplace Bullying and Harassment at Narrabri High School**

The Department considers bullying and harassment in the workplace as inappropriate and unacceptable behaviour. Employees found to have conducted or condoned bullying may be subject to disciplinary action.

An employee is subject to workplace bullying if subjected to repeated behaviour by another person, including the person’s supervisor, a co-worker or group of co-workers, a student, a member of the school community or member of the public external to the workplace such that the behaviour:

- is unwelcome and unsolicited
- the person considers the behaviour to be offensive, intimidating, humiliating or threatening and
- a reasonable person would consider to be offensive, humiliating, intimidating or threatening.

Workplace bullying and harassment does not include reasonable management action taken in a reasonable way in accordance with Department policies and procedures in connection with the person’s employment.

Employees who consider that they are being bullied or harassed should:

- if it is reasonable to do so, in the circumstances, immediately (and politely) inform the person involved that they believe their behaviour is unacceptable, outlining clear examples, and that it must cease, or
- if it is not reasonable to do so or if the behaviour continues, follow the school’s complaints procedures.

**Monitoring and Evaluating the Anti-bullying Plan**

Indicators of the success of Narrabri High School’s Anti-bullying Plan include:

- reduced incidence of bullying (noted through surveys, DAS entries and suspension data
- increased reporting of bullying incidents by targets, parents and bystanders (through staff response
- staff better able to deal with bullying incidents from their classrooms and playground duties (noted through Head Teachers, Year Advisers and Deputy Principal comments)
- increased parent familiarity with school anti-bullying procedures.

The Anti-bullying Plan must be reviewed on a regular basis, so that all members of the school community are aware of and remain committed to it. The review will provide opportunities for reflection and renewal.

Strategies to review the school’s Anti-bullying Plan include:

Bullying surveys (student / staff / parents)
DAS entries and the Suspension register

Narrabri High School will develop and implement a revised plan, if necessary, following the review