



MACLEAN HIGH SCHOOL ANTI-BULLYING IMPLEMENTATION GUIDELINES 2017

STATEMENT OF PURPOSE

It is the responsibility of all staff at Maclean High School to provide a safe, secure environment in which quality learning may take place as students enjoy success and recognition. Teaching and support staff, according to their role in the school, will contribute to the provision of a caring, well managed environment for all students and participate with fellow staff and parents in the implementation of welfare policies.

Welfare encompasses everything the school community does to meet the personal, social, emotional and learning needs of students. The school recognises the importance of parents, caregivers and the wider school community in achieving these needs.

Harassment and bullying will not be tolerated at Maclean High School. Our policy is “zero” tolerance of harassment/bullying. Courteous conduct for the whole school community is expected.

Everyone at our school has the right to be treated with respect, both staff and students.

MACLEAN HIGH SCHOOL ANTI-BULLYING IMPLEMENTATION GUIDELINES

These implementation guidelines outline 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.

They will also reflect the policies and procedures of the NSW Department of Education as set by:

- *Protecting and Supporting Children and Young People Policy*
- *Core Rules in NSW Government Schools*
- *Values in NSW Public Schools*
- *School Attendance Policy*
- *Suspension and Expulsion of Students - Procedures*
- *Anti- Racism Policy*
- *Work Health and Safety Policy*

Positive Behaviour for Learning (PBL)

Positive Behaviour for Learning is an evidence-based whole school process to improve learning outcomes for all students.

The school has adopted the following 5 rules associated with a catch word FRESH. Be Fair, Be Respectful, Best Effort, Be Safe, Be Honest. We expect that all students, staff and workers associated with the school will demonstrate these values when on the school grounds or representing the school. These values form the basis of our School Community Expectations Code.

School Community Expectations Code

F FAIR	Learn without interfering with others Follow instructions and requests from staff
R RESPECT	Respect self, others and property Be courteous to staff, fellow students and members of the community Respect each other's individuality Respect school rules and policies
E EFFORT	Come to class on time, be prepared and complete classwork and homework Wear your school uniform
S SAFE	Create a safe environment free of drugs, alcohol, tobacco and weapons Ensure a safe environment exists for all
H HONEST	Be honest to yourself and others. Behave acceptably, responsibly and safely at all school functions, including excursions and at sport.

What is Bullying and Cyber Bullying?

Bullying is any form of repeated behaviour that is intended to cause harm and is characterised by an imbalance of power. In traditional face-to-face bullying it can include name-calling, put-downs, threats, teasing, physical abuse or property damage.

It can also include being left out, ignored or being the subject of rumours or dirty looks, or being stalked, intimidated or manipulated.

Cyber bullying is a form of 'covert bullying', meaning it's hidden or not seen by adults. It happens when mean messages or compromising photos are passed around about a person to others using technology such as mobile phones or social networking sites such as Facebook or MySpace.

Cyber bullying has the potential to cause severe psychological, social and mental health problems. As with all forms of bullying, cyber bullying is about relationships.

Bullying Behaviour

- Intimidation and stand over tactics
- Wilful disregard for the safety of others
- Verbal abuse, name calling, violent behaviour, physical abuse-hitting, punching, throwing others' belongings away, intimidation
- Rumour spreading
- Isolating - refusing to let people join in.

How to deal with Bullying and Harassment

- Make assertive statements such as "I refuse to let you bully me"
- Leave a bullying situation and walk towards a trusted person
- Remain calm in stressful situations
- Boost your own self-esteem
- Refuse to become a bully: don't join in gossiping, name calling
- Help others overcome bullying behaviour - express disapproval of bullying whenever it occurs
- Support others who are bullied - encourage them to talk about it
- Complete a STYMIE notification

Stymie

- Stymie is an online tool for students to report any incidents about someone who may be experiencing harm. Some students will make a notification about themselves if they need help. It is completely anonymous and notifications are received via email to the Deputy Principals. All Stymie notifications will be investigated and the Head Teacher Welfare is available to assist. Lower level incidents may be sent to the Year Adviser or Girls/Boys Adviser. To make a Stymie notification students go to <https://stymie.com.au/> and follow the prompts.

Who do I go to for help?

- Head Teacher Welfare
- The Deputy Principals
- My parents or care-giver
- The School Counsellors
- Head Teachers
- My SRC Representative
- Girls and Boys Advisers
- A trusted teacher or friend
- My Year Adviser.

CONSEQUENCES OF HARASSMENT/BULLYING

LEVEL	CHARACTERISTICS	LIKELY CONSEQUENCES
Low Level	<ul style="list-style-type: none"> ➤ Name Calling ➤ Take other people's property/belongings ➤ Rumour spreading ➤ Isolating - refusing to let people join in 	<ul style="list-style-type: none"> ➤ Interview with Teacher, Head teacher or Deputy. ➤ Notification of harassment Incident placed in harassers' record. ➤ Warning given to stop harassment/→ bullying could lead to suspension.
Medium Level	<ul style="list-style-type: none"> ➤ Intimidation and stand over tactics ➤ Willful disregard for safety of others ➤ Verbal and physical abuse ➤ Escalation of characteristics for Low Level Harassment 	<ul style="list-style-type: none"> ➤ Interview with Deputy Principal or Principal. ➤ Parents of harassers phoned. ➤ Notice of Harassment Notice on record and sent home. ➤ Possible Detention. ➤ Short Suspension.
High Level	<ul style="list-style-type: none"> ➤ Continuation of Low Level harassment ➤ Physical and Verbal abuse (continuing) ➤ Threats ➤ Intimidation 	<ul style="list-style-type: none"> ➤ Interview with Deputy Principal or Principal. ➤ Short Suspension/Long Suspension. ➤ Parents informed.

MACLEAN HIGH SCHOOL STRATEGIES TO SUPPORT PLAN

1. Anti-bullying plan developed collaboratively with students, school staff, parents, caregivers, and the community
2. School Audit Tool used to assist with development of plan
3. Staff available to address issues - Head Teacher Welfare
 - School Counsellors
 - Girls/Boys Advisers
 - Year Advisers
 - Principal/Deputy Principals/ Head Teachers
 - All Staff
 - HSLO
 - ACLO
 - SLP
 - AEO
4. STYMIE Notifications
5. Back off Bullies (BOB) Program delivered to all Year 7 classes
6. Peer Support Program - Year 7 and 10
7. Police School Liaison Programs - Cyber Safety/ Sexting delivered to Year 7, 8 and 9
8. Extensive Year 6 to 7 Transition Program
9. Year 6 Parent Information Night
10. Year 7 Welcome BBQ
11. Pastoral Care Groups
12. Peer Tutor Program
13. Anti-bullying messages embedded into each curriculum area and explicitly taught in PDHPE
14. Regular Newsletter, Skoolbag App and Facebook updates with strategies and community courses
15. Introduction of Anti-harassment forms
16. Identification of trends and bullying behaviours through yearly evaluation of bullying data.
17. All data recorded on Sentral
18. Designated playground areas Term 1
19. Outside agency help to students through Welfare Team
 - eg Kids Helpline, headspace, Mental Health
20. Fortnightly Welfare Meetings
21. Week Learning Support Team Meetings
22. Weekly Positive Behaviour Intervention Meetings
23. Procedures in place for reports to Child Wellbeing Unit or Community Services.
24. Parent Teacher Evenings

For further information refer to the Department of Education Website:

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

Mrs T Kane

Head Teacher Welfare