



KINCUMBER HIGH SCHOOL ANTI-BULLYING PLAN

(April 2017)

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.

This Anti-bullying Plan applies to all student bullying behaviour, including cyberbullying that occurs in school, and off school premises and outside of school hours where there is a clear and close relationship between the school and the conduct of the student.

The plan has been developed and reviewed through a collaborative process including teachers, parents/caregivers, students and the community.

Statement of Purpose

The NSW Department of Education defines bullying as repeated verbal, physical, social and 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, homosexuality 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 is a serious matter that can result in the victim of bullying experiencing social, psychological and learning difficulties which may interfere with their attendance and progress at school.

It is the aim of Kincumber High School to maintain a positive climate of respectful relationships where bullying is less likely to occur and thereby to promote student and staff wellbeing.

Students are expected to:

- behave appropriately, respecting individual differences and diversity
- behave as responsible digital citizens
- behave as responsible bystanders
- supporting the school's Anti-bullying Plan through their words and actions.
- respond appropriately to bullying incidents, harassment and victimisation by following the ***Ignore, Walk Away, Report*** strategy.

Staff are expected 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 the school's Anti-bullying Plan

Parents are expected to:

- support their children to become responsible citizens and to develop responsible on-line 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 school 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.

Prevention

Kincumber High School has a range of strategies implemented to prevent bullying behaviour. RESPECT and RESPONSIBILITY are key elements and a consistent focus across the whole school.

Strategies include:

- A strong 6-7 Transition Program developed and implemented through the Kincumba Learning Community which includes the student led Positive Relationships Activity Day.
- The distribution to all new students of an Anti-bullying pamphlet.
- Input from our School Liaison Police (SLP) Officer in year group meetings.
- Explicit classroom activities, in line with syllabus content, especially in PDHPE and English.
- Visiting performances which use drama and performance to role play bullying-related behaviour, its impact and coping strategies.
- Professional learning for teachers around bullying and particularly dealing with cyberbullying.

Early intervention

For students identified as being at risk of developing long-term difficulties with social relationships and/or a history of being bullied or engaging in bullying behaviour the school implements a range of programs. These include:

- Referral to Learning Support Team
- Access to counselling by their Year Advisor, the Head Teacher Welfare, Supervisor of Girls or the school counsellor/s.
- Boys Education Programs, including Rock and Water, and other support groups in Years 7 & 8.
- Peer Mediation, facilitated by the Welfare Team.
- Young Women and Young Men's groups.

- Adult mentoring programs including Big Futures (Big Brother, Big Sister)

Responding to Bullying

To empower students to recognise and respond appropriately to bullying, harassment and victimisation, and to behave as responsible bystanders, there is a clear policy across the school of **Ignore, Walk away, and Report** with a school undertaking to follow up and record reports of bullying. Support will be offered, and provided where necessary, to any student who has been affected by or engaged in bullying behaviour.

An incident report form is available for this purpose and can be handed in to the Year Adviser, or the Welfare Head Teacher. Serious and ongoing issues can be referred to the Deputy Principals. Incidents are recorded on Millennium.

Written incident reports or parent contacts are investigated quickly and effectively. When responding to incidents of bullying, a planned combination of interventions is matched to the incident.

Interventions can include:

- mediation or peer mediation
- counselling
- a record of incidents in Register on Millennium
- referral to the Learning Support team for inclusion in social skills programs
- support sessions/warnings with the School Liaison Police (SLP) Officer
- parent/carer interviews
- support plan
- referral to outside agencies, including RYSS and Headspace.
- year meetings with the year adviser to address widespread problem behaviour
- a silent buddy (older students who work with victims of bullying to provide older 'brother/sister' advice, to look out for them and to help support students)
- referral to the Child Well-Being Unit or Community Services if appropriate
- disciplinary consequences

Safe areas have been identified in the playground including the Hastie (for incoming Year 7 students), the Support Unit courtyard, the Aboriginal Support Centre, the Ag Farm and the school library.

The Staff Portal email and Millennium messages provide an efficient and confidential way of **communicating information** about students having issues to their teachers. Students with risk assessments and/or behaviour management plans have these details made available to their classroom teachers and Head Teachers. Information about identified issues is shared with staff via the weekly communication meetings.

Each year group is surveyed annually to establish frequency and types of bullying occurring and to see which strategies students are using to deal with bullying issues including:

- Ignoring and walking away
- Being a **responsible bystander** - sticking up for someone else and telling the bully to stop
- Making a written report to the Year Adviser or Head Teacher Welfare
- Participating in peer mediation
- Staying with a group of friends supporting each other
- Talking to an older student leader or parent

- Looking for ideas on an anti-bullying website
- Asking a counsellor for strategies to help
- Ringing the Kids Helpline on 1800 55 1800

Serious incidents of assault (including all physical fights which involve blows to the head) whilst rare, are reported to the School Security and Safety Unit. Parents are informed if this happens. Students involved in fighting or violent behaviour can expect to be suspended. Any possession or threats involving a weapon leads to a mandatory long suspension (up to 20 days).

If a parent or carer has a concern about the way a reported incident of bullying has been managed, they may contact the school Principal in writing, or if inappropriate, contact Gosford Regional Office. This concern will be addressed in line with the Department of Education's Complaints Handling Policy which establishes the standard approach to resolving complaints, including complaints about the way a reported incident of bullying has been managed.

This Anti-bullying Plan is published on the school website.

The plan is due for review by the school evaluation team on or before April, 2020.

For a copy of the Department of Education and Training *Bullying: Preventing and Responding to Student Bullying in Schools Policy* <https://education.nsw.gov.au/policy-library/policies/bullying-preventing-and-responding-to-student-bullying-in-schools-policy>