

Anti-bullying Plan (Revised February 2018)

Wollongong High School of the Performing Arts



Bullying:

Preventing and Responding to Student Bullying in Schools Policy (2012)



The NSW Department of Education and Communities rejects all forms of bullying. No student, employee, parent, caregiver or community member should experience bullying within the learning or working environments of the Department.

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, 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 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.

The term 'bullying' has a specific meaning. The school's Anti-bullying Plan sets out **the processes for preventing and responding to student bullying**. The school has a range of policies and practices, including welfare and discipline policies that apply to student behaviour generally.

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 departmental staff, students, parents, caregivers and members of the wider school community.

School staff have a responsibility 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.

In addition, teachers have a responsibility to:

- Provide curriculum and pedagogy that supports students to develop an understanding of bullying and its impact on individuals and the broader community.

Students have a responsibility to:

- Behave appropriately, respecting individual differences and diversity
- Behave as responsible digital citizens
- Follow the school Anti-bullying Plan
- Behave as responsible bystanders
- Report incidents of bullying according to their school Anti-bullying plan.

Parents and caregivers have a responsibility to:

- Support their children to become responsible citizens and to develop responsible online 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.

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
- Support the school's Anti-bullying plan through words and actions
- Work collaboratively with the school to resolve incidents of bullying when they occur.

Wollongong High School of the Performing Arts

Anti-Bullying Plan

Statement of Purpose

At Wollongong High School of the Performing Arts (WHSPA) we are committed to creating a teaching and learning environment that enables the development of healthy, happy, successful and productive individuals. The Wellbeing Framework for Schools is used in conjunction with the MindMatters Framework to inform the development of our overarching wellbeing policies and procedures, and also to guide our professional practice. We seek to create an enabling school environment that allows our students to connect, succeed and thrive.

WHSPA prides itself on being an inclusive learning environment, where diversity is celebrated and individual differences are respected. As such, the WHSPA community will not tolerate bullying, and will take all reasonable steps to prevent bullying and to respond appropriately to complaints about bullying.

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 policy has been developed in consultation with representatives from across the school community, including staff, parents/caregivers and students.

Protection

Bullying is repeated verbal, physical, social or psychosocial behaviour

that is harmful and involves the misuse of power by an individual or group towards one or more persons. Bullying can involve humiliation, domination, intimidation, victimisation, and all forms of harassment including that based on sex, race, faith, disability, homosexuality or transgender. Conflict or fights between equals or single incidents are not defined as bullying. Cyberbullying refers to bullying through information and communication technologies.

Bullying behavior may be:

- Verbal e.g. name calling, sarcasm, insults, offensive names, ridiculing, teasing, abuse, humiliation, sarcasm, insults, threats, starting or spreading rumours;
- Physical e.g. hitting, punching, kicking, scratching, tripping, spitting;
- Social e.g. ignoring, excluding, lying, nasty jokes, ostracizing, alienating, making inappropriate gestures, forcing others to do something;
- Psychological e.g. intimidating, manipulating, spreading rumours, glaring, hiding or damaging possessions, offensive notes, graffiti;
- Online e.g. malicious SMS, email or social media messages, inappropriate use of camera/phone including taking/posting photos or videos without consent.

Shared Responsibility

Students, parents, caregivers and teachers have shared responsibility in taking reasonable steps to help prevent and respond to bullying. In addition to that already stated above:

The Principal has the responsibility to:

- ensure that the school implements an Anti-bullying Plan that is developed collaboratively with students, school staff, parents, caregivers and the community
- ensure that the school's Anti-bullying plan includes strategies as outlined in the DET's Bullying: Preventing and Responding to Student Bullying in School Policy

Prevention

At WHSPA we promote a positive whole-school climate in which students learn to form strong and respectful relationships.

Strategies and programs implemented to prevent bullying may include:

- Ensuring students have a clear understanding of what bullying looks like and how to report it;
- Promotion of safe and positive 'upstander' behaviour;
- Embedding the anti-bullying message into various curriculum areas across the year levels;
- Digital citizenship programs for students;
- Anti-bullying programs/workshops for year groups. An example might be a presentation by the Police School Liaison Officer.
- Provide access to counselling/support from teachers, Year Advisers, School Psychologists, Head Teachers and Deputy Principals, an/or outside agencies;
- Staff classroom management and playground supervision practices which prevent bullying;
- Professional development for staff to assist the implementation of Anti-bullying policies;
- Education for parents/carers about online bullying;
- Gathering data about bullying from all stakeholders in order to inform policy and procedure updates;

Early Intervention

The WHSPA Wellbeing and Learning Support Team will implement a variety of strategies to support students who are identified as being at-risk of developing long-term difficulties with social relationships, and those who are identified at enrolment, as having previously experienced bullying or been engaged in bullying behaviours. Examples of such strategies may include:

- Ensuring that all students understand the Anti-bullying Plan;
- Working with parents/caregivers to support students

- encountering difficulties in social relationships;
- Development of Personalised Learning/Behaviour Support Plans;
- Mentoring of at-risk students by Year Adviser, Learning and Support Teacher, Head Teacher Wellbeing, Deputy Principals;
- Utilising the expertise of the School Psychologist to develop intervention strategies and opportunities for counselling sessions;
- Year 6 into 7 Transition Program in which:
 - information is shared between the Primary School and WHSPA; this may include current Learning/Behaviour Support Plans, information about previous intervention programs and strategies to support the student
 - Orientation Day and Peer Support Program
 - Additional transition/orientation visits for the student
- Liaising with outside support agencies to further encourage the development of student resilience and self-esteem
- Utilising the expertise of Department personnel to provide support and guidance as required.

Response

There are a number of strategies and programs that WHSPA will implement to support a student who has been affected by, engaged in or witnessed bullying behaviour:

Reporting Incidents

- Students are encouraged to talk to a teacher, Year Adviser, Deputy Principal, parent/caregiver about any bullying complaints.
- Students should complete an incident report form which is available from Student Services, HT Wellbeing, Year Advisers, Deputy Principals.
- Forms should be handed in to the the teacher, Year Adviser, Head Teacher or Deputy Principal that the incident was first reported to.
- Staff will use professional judgement to assess the nature of the complaint and follow the Anti-bullying Response Flowchart. Depending on the nature of the complaint the incident may be dealt with immediately, investigated or referred to the relevant

Head Teacher or Deputy Principal.

- Staff will document their response to the complaint on Millennium and inform the student/s of the process that will follow.

Strategies and programs implemented to support any student who has been affected by, engaged in or witnessed bullying behaviour may include:

- Methods to restore relationships between students such as peer mediation, strengthening the 'target', support group method;
- Interviews with parents/care-givers;
- Disciplinary consequences. This may include those who 'like' online posts of a bullying nature. The school's discipline procedures may also apply outside of school hours and off school premises where there is a clear and close connection between the school and the conduct of the student. This includes the use of social networking sites, mobile phones and/or other technology to threaten, bully or harass another student or Departmental staff member for school related issues.
- The matter being reported to the School Safety and Response Unit and/or police (e.g. violence, weapons, illegal drugs and/or criminal activity)
- Referral to the school psychologist or outside agencies,
- Support from the teacher/mentor, Year Adviser, Head Teacher Wellbeing, Deputy Principal
- Contact with the Police Schools Liaison Officer
- Referral to the Child Wellbeing Unit or Community Services

Parents/caregivers are able to appeal decisions regarding bullying complaints to the Principal. Complaints will be managed in accordance with the Department's *Complaints Handling Policy*.

Monitoring and Evaluation

- WHSPA's Anti-Bullying Plan will be publicised on our school website, included in hard copy in our Prospectus and referenced at the Year 6-7 information meetings.
- WHSPA's Anti-Bullying Plan will be monitored by the Wellbeing Team and evaluated on a three year cycle. Modifications will be based on school data, research and consultation with staff, students, parents and community members.
- WHSPA will report annually to the school community on the effectiveness of the Anti-bullying Plan through the Annual School Report.

Additional Information

Contact information:	Websites:
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Kids Helpline: 1800 551 800	www.beyondblue.org.au www.reachout.com www.antibullying.nsw.gov.au
Headspace: 4220 7660	www.bullyingnoway.com.au

Lifeline: 131 114

Police Youth Liaison Officer: 4226 7899

Principal's comment

We are proud of the supportive nature of the WHSPA community. Our school values of safety, tolerance, achievement and respect underpin all that we do. Our school celebrates the diversity of our community. Bullying and harassment are not tolerated.

Paul Ryan
Principal

School Wellbeing Team

Paul Ryan
Principal

Kylie Wood
Deputy Principal

Bryce O'Connor
Deputy Principal

Braiden Gilbert
Head Teacher Wellbeing (Boys)

Heidi Whelan
Head Teacher Wellbeing (Girls)

Leanne King
Learning And Support Teacher

Emma Sharland
Bronwyn Philps
School Counsellors

Kirstie Andersen
and Armi Wilson
Year 7 Advisor

George Broadfoot
Year 8 Advisor

Melissa Meafou
Year 9 Advisor

Malak Dubois and
Nick Stanojevic
Year 10 Advisor

Molly Moyes
Year 11 Advisor

Telesia Sakaio
Year 12 Advisor

School contact information

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