



## Anti-Bullying Plan 2019

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 and Communities.

Tweed River High School strives to create a stimulating, disciplined and purposeful learning environment that encourages all students to achieve their personal best in all areas of school life so as to become successful and responsible citizens.

### Statement of purpose

Tweed River High School is proactive in fostering a climate and culture, which promotes personal safety, respect in all relationships and the valuing of diversity. Inappropriate behaviour that is displayed or that interferes with the delivery and facilitation of lessons, teaching and learning at the school will not be tolerated. The wellbeing of each student is valued and the school is committed to providing a supportive and disciplined learning environments. Managing bullying behavior is a shared responsibility between all school community members.

### Defining Bullying Behaviour

Bullying refers to deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

There are four main types of bullying:

- Physical attacks (hitting, kicking, sexual assault, theft)
- Verbal attacks (name calling, racist comments, offensive remarks, ridicule)
- Indirect bullying (spreading rumours, explicit ostracism from social groups)
- Cyber-bullying - using technology e.g. computers, mobile phones.

At Tweed River High School *bullying in all its forms* is not accepted and all members of Tweed River High School accept their responsibility to promote positive relationships and to prevent *bullying*.

### Policy in Action

#### Responsibilities of staff:

- Identify and appropriately follow up and report bullying incidents
- Promote and maintain respectful relationships
- Know and support the school's anti-bullying policies, procedures and practices

- Identify and address bullying attitudes, behaviours and practices through training, curriculum and staff or student welfare initiatives
- Report suspected victims of bullies to appropriate personnel for early intervention and monitoring
- Support and participate, where possible, in welfare programs designed to assist the elimination of bullying (e.g. Peer Support, Mentoring, Take a Stand program, post-performance follow up activities from *Brainstorm Production*)
- Report the incident on the school welfare data base - Sentral
- Become aware of different strategies for combating bullying
- Recognize that all incidents of bullying are unacceptable and to be proactive in addressing the issue.

### **Responsibilities of students:**

- Promote and maintain respectful relationships
- Participate in and support the welfare programs designed to assist in informing and educating them on the elimination of bullying behaviours
- Know and support the school's anti-bullying policies, procedures and practices
- Identify and appropriately name and report bullying behaviour
- Be aware of and use the complaints procedures appropriately

### **Responsibilities of parents/caregivers:**

- Promote and maintain respectful relationships
- Identify and appropriately name bullying behaviour
- Contact Year Adviser, Deputy, HT

Welfare and/or the Counsellor to address their concerns and to allow for appropriate follow up to occur

- Know and support school anti-bullying policies, procedures and practices
- Support their children to become responsible citizens and to develop responsible on-line behaviour
- Work collaboratively with the school to resolve incidents of bullying when they occur.

### **Management procedures**

Tweed River High School has developed a whole school approach to managing behaviour which involves a supportive school culture and explicit teaching of anti-bullying strategies. This approach includes our responsible behaviour program and a focus on cultivating positive learning environments that encourages diversity and empowers students to be active in their pursuit of justice for themselves and others. Anti-bullying posters are displayed in classrooms and corridors in and around the school. The anti-bullying message is incorporated into the PD/H/PE curriculum, year assemblies, whole school assemblies, extra-curricular programs - Mentoring, School Representative Council (SRC) meetings and staff meetings. It is further reinforced by Teachers, Year Adviser's, Executive members, Counsellors, Peer Support Leaders, SRC Leaders, visual displays, student poster work, newsletters, TRHS student diary, anti-bullying brochure and in the school's Welfare and Discipline Handbook.

Staff, students and parents are able to access information on dealing with bullying in a number of ways:

#### **Information for staff:**

- Training and development
- Curriculum materials incorporated into PD/H/PE

**The Anti-Bullying Plan – NSW Department of Education and Communities**

- Attendance at the anti-bullying Brainstorm Productions held throughout the school year – supervising staff attend
- Procedures for dealing with bullying and harassment outlined in the Welfare and Discipline handbook

#### Information and actions for students:

- Student brochure on dealing with bullying and harassment
- Let the bully know that what they are doing is bullying
- Refuse to join in with their bullying
- Support any students who are bullied
- Stand up for yourself if anyone tries to bully you by: telling them to stop; ignoring them; say no; ask an adult for support if nothing else works and after you have tried to manage the situation.

#### Information for parents:

- Parenting programs delivered through Family Centre, an external community resource
- School newsletter - updates on resources, strategies for dealing with bullying
- School's Anti-bullying Policy published on the school's website

#### Strategies:

Reports of bullying will be investigated and acted upon. Responses to bullying might include targeted support for victims and perpetrators and/or sanctions or consequences consistent with the Responsible Behaviour Program (RBP)

- Training for Welfare Team
- Counseling interventions

#### Communities **The Anti-Bullying Plan – NSW Department of Education and**

- Staff surveys
- Student surveys
- Student brochure
- Peer Support Program to Year 10 students to assist with Year 6 into 7 transition process
- Anti-Bullying workshops - Mentoring Year 7
- Anti-Bullying performances - Brainstorm Productions - 'Sticks N Stones' - Year 7; 'Cyberia' - Year 9;
- National Day against Bullying & violence
- Harmony Day
- 'Take a Stand' program - Year 8
- Police Talks - Cyber - Safety - Year's 8 and 9
- Multi-media production - whole school participation: issues of risk taking and Cyber- Safety.
- Positive Behaviour workshops - Years 8 - 10
- Gender specific workshops - Year 9 students - focus on positive relationships
- Bust a Bully - poster competition. Prizes, posters printed, laminated and displayed throughout the school
- PCYC works with groups of students to address social behaviours
- Stymie presentation – Staff & students

Reported incidents will be dealt with quickly and effectively. The repeated and recurring nature of bullying will be identified by checking the incident report and referring to Sentral - student welfare and discipline data base. The process indicates how these strategies are incorporated into the Tweed River High School Anti-bullying Plan.

#### Monitoring and Evaluating

A review of this policy will be undertaken by the Executive, Welfare and Learning Support Team

annually.

We will review anti-bullying policy and procedures in response to need and feedback from the school community. This involves working with staff to review practices and provide training and support to staff.

## Resources:

[www.notcooltobecruel.com](http://www.notcooltobecruel.com)

[www.bullyingnoway.com.au](http://www.bullyingnoway.com.au)

[www.cyberbullying.info/](http://www.cyberbullying.info/)

[EnoughIsEnough.org.au](http://EnoughIsEnough.org.au)  
[www.enoughisenough.org.au/](http://www.enoughisenough.org.au/)

[www.reachout.com.au](http://www.reachout.com.au)

[www.beyondblue.com.au](http://www.beyondblue.com.au)

[www.stymie.com.au](http://www.stymie.com.au)