



Education &
Communities

Anti-bullying Plan

Lake Macquarie High School





Bullying:

Preventing and Responding to Student Bullying in Schools Policy (2011)

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.

Our School Anti-Bullying Plan

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.

The school community have been involved in the development of the Anti-Bullying plan with the involvement of the Deputy, all year advisers, PDHPE staff, AEO, P&C representative and members of the SRC. The Anti-Bullying plan will be reviewed and evaluated annually by the well being team and will be reviewed by representatives of the whole school community every three years.

Statement of purpose

Lake Macquarie High School Student Discipline Code states.

“All students and the school community have the right to expect that their school will be a safe, happy and secure place. There is no place in our school for violence in all its forms and other anti social behaviour, illegal substances, weapons, cigarettes and alcohol. Students and the wider community need to know that the school has a zero tolerance for these practices and substances.”

“The school community condemns in the strongest possible way violence in all its forms: physical assault, threats of violence, verbal abuse, intimidation, bullying in all its forms, harassment, and racial, ethnic or sexual vilification. Similarly, there is no place in our school for theft, deceit, vandalism, graffiti, and destruction of property.”

Protection

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

School Anti-bullying Plan – NSW Department of Education and Communities

Bullying involves the abuse of power in relationships. Bullying can involve all forms of harassment (including sex, race, disability, homosexuality or transgender), humiliation, domination and intimidation 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, social networking and media

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

- promote positive relationships that respect and accept individual differences and diversity within the whole school community
- Contribute to the development of the Anti-bullying Plan and support it through words and actions
- Actively work together to resolve incidents of bullying behaviour when they occur

Lake Macquarie High School has a responsibility to

- Develop an Anti-bullying Plan through consultation with parents, caregivers, students and the community, which clearly identifies both the behaviours that are unacceptable and the strategies for dealing with bullying in the classroom and playground
- Inform students, parents, caregivers and the community about the School Discipline Code and Anti-bullying Plan
- Provide students with the strategies to respond positively to incidents of bullying behaviour, including responsibilities as bystanders or observers
- Provide parents, caregivers and students with clear information on strategies that promote appropriate behaviour, and the consequences for inappropriate behaviour
- Communicate to parents and caregivers that they have an important role to play in resolving incidents of bullying behaviour involving their children

- Follow up complaints of bullying, harassment and intimidation
- Identify vulnerable students during year6/7 transition
- New enrolments – data collated from previous school followed by a LST meeting conducted to identify any issues.

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 Anti-Bullying

Students have a responsibility to

- behave appropriately, respecting individual differences and diversity
- follow the school Anti-Bullying Plan
- respond to incidents of bullying according to their school Anti-Bullying Plan.

Parents and caregivers have a responsibility to

- support their children in all aspects of their learning
- 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
- support all students of the school to deal effectively with bullying through the strategies of the Anti-Bullying Plan.

Communication and Awareness Raising Strategies

Students;

- will participate in Anti-bullying workshops, that follows up with a workshop from “HeadSpace” for year 7 to 12.
- will participate in awareness raising sessions as part of the student leadership programs associated with the LMHS SRC
- will have access to guest speakers who advocate anti-bullying and tolerance messages
- will be advised at assemblies and in the school newsletter to ‘speak out’ to stop bullying

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

- will have included in appropriate cross-KLA units of work anti-bullying perceptions.

Parents;

- will be supplied with printed advice on what they can do to help their child
- will be informed of the LMHS Anti-Bullying Plan and their opportunity to contribute to its content
- will be informed by the Principal or the Deputy Principal of management of bullying incidents

Prevention

Strategies and programs that the school implements to prevent bullying include:

- HeadSpace: Wellbeing sessions
- Scream
- Anti Bullying focus day
- Identify vulnerable students during year6/7 transition
- New enrolments – data collated from previous school followed by a LST meeting conducted to identify any issues.
- Big Brother and Social and Emotional Learning programs
- Bro and Sista speak program
- Cyber safety Talk
- Safe schools program
- E Safety commission resource
- Managing the Bull
- Rage
- Senior mentors on playground
- FAB Friends Against Bullying.

The school embeds anti-bullying messages into each curriculum area. Each faculty understands the importance of conveying the anti-bullying message and incorporates this important message into relevant KLA topics at each year level.

Early Intervention

Lake Macquarie has developed a flow chart to inform the school community of the procedures to follow if they are bullied or identify bullying. Other strategies include at risk transition program for year 6-7 students, big brother and big sister program.

See attached flow chart.

Response

Staff and students are aware of the signs of bullying which are:

Some student signs of bullying

- suddenly does not want to go to school
- has bruises but won't talk about them
- suddenly unable to sleep
- becomes moody
- frequently feels sick with vague symptoms
- withdrawn in class
- isolated in the quad
- uncharacteristic behaviours

Staff and students are aware of the flow chart which outlines the procedures for reporting bullying.

See attached flow chart.

What will the school do if bullying is reported?

- assure the student that the problem can be solved and then provide ongoing support through monitoring, school counselor, outside agencies, debriefs
- investigate the problems raised
- treat everyone involved with fairness
- action will be taken in a timely manner

Take action that is appropriate to the particular circumstances – examples include;

- Mediation
- Disciplinary action
- Anti-Bullying Booklets
- Warnings
- Social skills program
- Counseling
- Parental involvement

Each individual incident of bullying will be assessed and appropriate interventions will be determined according to the student's individual needs and past experiences with bullying. This assessment will be done by the Deputy Principal. Planned interventions may include:

- Mediation
- Disciplinary action
- Anti-Bullying Booklets
- Warnings
- Social skills program
- Counseling

Students who have been affected by, engaged in or witnessed bullying behaviour will be offered the following strategies and programs based on their individual needs:

- Counseling
- Anti-Bullying booklets
- Mediation
- Parent brochure

Parents and caregivers will receive information about bullying and procedures annually for addressing it in the school newsletter and on the school website.

The school's procedures for reporting incidents involving assaults, threats, intimidation or harassment follows the DEC Incident Reporting Policy PD 2010/0225.

https://detwww.det.nsw.edu.au/policies/administrative/reporting/incident_reporting/implementation_1_PD20070362_i.shtml?query=incident

The procedure that teachers follow when the Child Wellbeing Unit or Community Services need to be contacted is as follows. A teacher writes a report about the incident and notifies the Principal or Deputy Principal. The Principal or Deputy Principal contacts the Child Wellbeing Unit. The Principal or Deputy Principal completes the Child Wellbeing Unit. One copy of the form goes to Area office and one is copied and filed in the front office.

The following website explains the appeal procedures and provides a copy of the Complaints Handling Policy which can be found on the DET portal.

https://www.det.nsw.edu.au/policies/general_man/complaints/resp_sugg/PD20020051.shtml. A copy of this policy is attached to this document.

The Anti-Bullying plan will be introduced and promoted at a P&C meeting and copies of the plan will be available at the front office. The Anti-Bullying plan will also be on the school website. This information will be advertised each year in the school newsletter.

The wellbeing team will review the Anti-Bullying plan in Term 4 of each year. The Anti-Bullying plan will be evaluated on the success of programs throughout the year (evaluations completed by the SRC) and the number of bullying incidents, the strategies implemented and the number of reoccurring incidents. Any review or changes will be made as a team.

The results from the review of the Anti-Bullying plan conducted by the well being team will be placed in the Annual School report. Each updated version of the Anti-Bullying plan will be placed onto the school website and available at the front office.

Every three years the well being team will invite a member of the P&C, the AEO, 5 members of the SRC that represent a cross-section of the school community and put an open invitation in the school newsletter to review the school's Anti-Bullying Plan. Any changes that discussed and agreed upon during to this meeting will be made in a timely manner and a new copy will be placed on the school website and be available at the front office.

Additional Information

Police Youth Liaison Officer (YLO) - Senior Constable Vanessa Ell 49228899

Police Youth Liaison Officer (YLO) - Senior Constable Lisa Thompson 49228899

School Liaison Police officer (SLP) – Senior Constable Johns 49228899

Support Services

Kids Helpline – 1800551800 - <http://www.kidshelp.com.au/teens/>

Samaritans - <http://www.samaritans.org.au/page57/Home.aspx>

Salvation Army – 1300363622 - <http://salvos.org.au/>

School Counselor – Karen Cathcart - 02 4958 1544

Ashleigh Morris 02 4958 1544

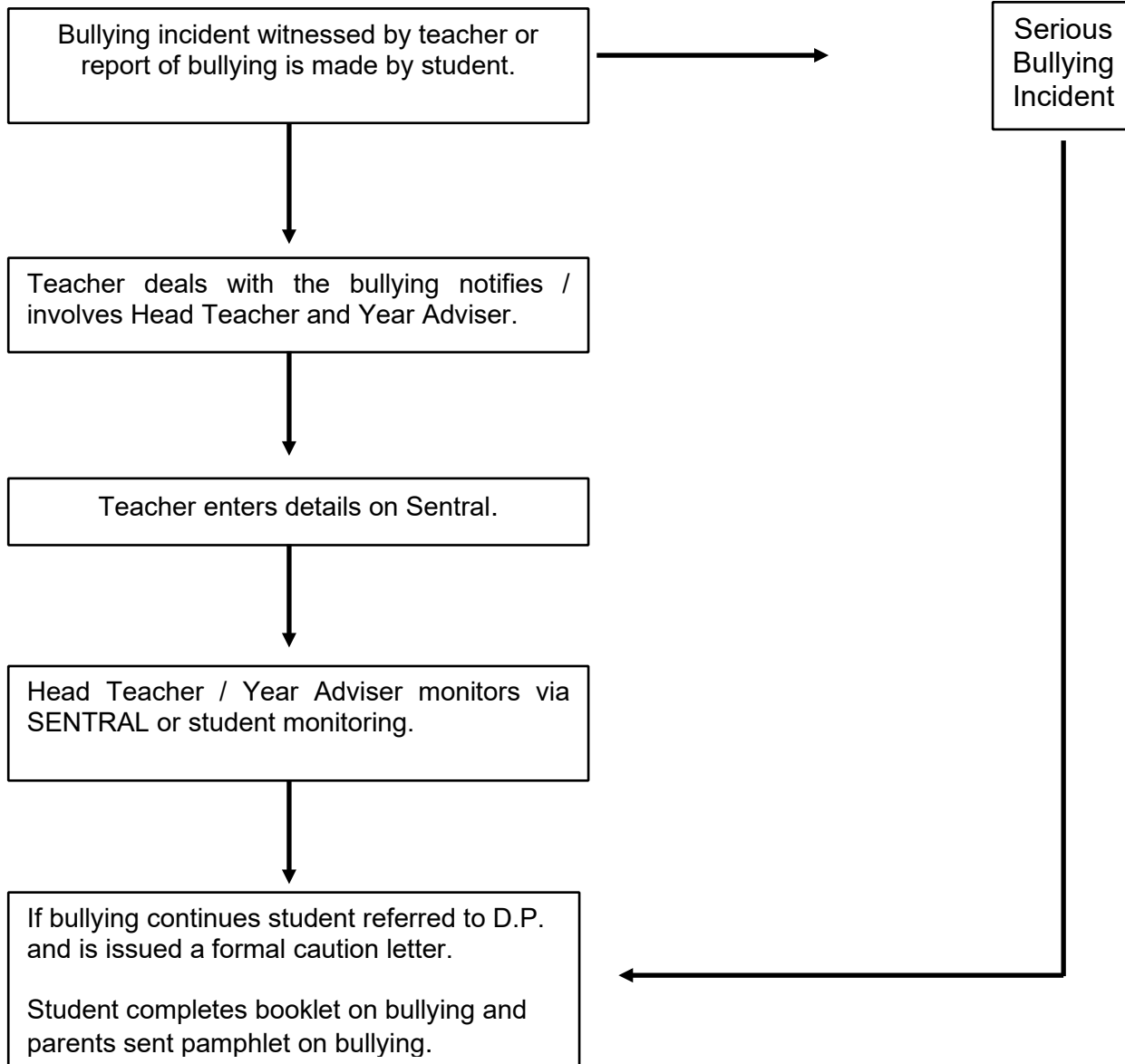
Woodrising Adolescent Counsellor – David Lineham visits school Wednesdays

Youth Beyond Blue – 1300224636 - <http://www.youthbeyondblue.com/>

Bullying No Way - <http://www.bullyingnoway.com.au/>

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

Anti-Bullying Action Plan Flow Chart



Principal's comment

Lake Macquarie High School is a safe, caring and inclusive learning environment in which diversity is affirmed and individual difference are respected.

Students, staff, parents and caregivers believe that in order for optimum student learning and social outcomes to be achieved quality education must be provided in a context of strong social support and respectful relationships.

Bullying is not acceptable in any form and is uniformly opposed by the School community.

School contact information

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