

James Busby High School 2017 Anti-Bullying Plan

Statement of purpose

James Busby High School acknowledges that bullying behavior can occur in all areas of society. Our school supports society's view that bullying behavior cannot be tolerated and can have long term effects on those involved. Our Anti-Bullying Policy aims to develop a clear understanding of the behavior and actions that constitute bullying. It enables stakeholders to identify the various forms that bullying can take; the strategies, systems and procedures in place to prevent bullying and the processes and procedures in place to respond to incidents of bullying that may occur.

Protection

JBHS acknowledges the definitions of bullying as per the Preventing and Responding to Student Bullying in Schools Policy 2011.

Bullying is when one person or a group of people repeatedly engage in behavior (verbal, physical, social or psychological) that is harmful to another individual or group of individuals. The bullying may be in various forms and involves abuse of power over an individual or group of individuals.

Cyberbullying involves using forms of technology to repeatedly engage in behavior (verbal, physical, social or psychological) that is harmful to another individual or group of individuals.

Bullying includes the following repeated behaviours:

Verbal: name calling, teasing, abuse, put downs, sarcasm, insults and threats

Physical: touching, hitting, punching, kicking, scratching, tripping, spitting, pushing

Social: ignoring, excluding, ostracizing, alienating, making inappropriate gestures

Psychological: spreading rumours, dirty looks, hiding, hiding or damaging possessions, malicious SMS messages/emails/social media posts

Technological: malicious SMS messages/emails/social media posts, creating fake accounts, taking and sharing of photos and videos of others without their permission

James Busby High School has a responsibility to:

- Develop an Anti-bullying plan and policy via consultation with students, staff, Parents/Carers
- Inform members of the school community of the policy
- Share with Parents and Carers information on reporting bullying, supporting their child and strategies to support students are being bullied or being the bully
- Follow up complaints of bullying, harassment and intimidation
- Respect and support students

Staff responsibilities

- Respect and support students
- Model and promote appropriate behavior
- have knowledge of school and departmental policies relating to bullying behaviour
- Respond in an appropriate and timely manner to incidents of bullying

Student responsibilities

If you are a student:

- Behave appropriately and in a manner which is safe, respectful and non-threatening in class, in the playground and online
- Respect individual differences and diversity
- Behave in a safe, respectful and positive manner online
- Report bullying. Tell someone if you are being bullied or know of someone being bullied—friend, student adviser, a teacher you feel comfortable talking to, your Deputy Principal or the School Counsellor.

Parent and carer responsibilities

- Encourage your child to report bullying - to their Student Adviser , a teacher, the school counselor or Deputy Principal
- Listen to your child, ask questions and convey information to the school
- Support your child's understanding of bullying and encourage them to respond to incidents of bullying as per the school policy
- Communicate with the school and report any incidents of bullying to the Student Adviser of your child
- Support their child to become a responsible citizen and develop responsible online behavior

(The responsibilities of all parties as per the Preventing and Responding to Student Bullying in Schools Policy 2011)

Prevention

JBHS have programs, systems and structures in place that aim to prevent bullying. These include:

- Wellbeing Team consisting of: 8 student advisers; 2.4 Head Teacher Wellbeing's; 2 School Counsellors and 1 DGO
- Student leadership teams – Prefects, Year 11 Leadership Team and SRC

- External agencies have who expertise in mental wellbeing and provide programs to individual and/or small groups of students.
- Individual and small group sessions with school staff
- Year based workshops provided by school and/or external agencies on cyber safety
- Peer Mentor Program for year 7 students
- School counselling
- Professional learning for staff
- Fortnightly wellbeing meetings/lessons
- School policy/procedures regarding bullying reinforced at year based wellbeing meetings and lessons.

Early Intervention

- Special transition for students in year 6
- External agencies have who expertise in mental wellbeing and provide programs to individual and/or small groups of students.
- Individual and small group sessions with school staff
- Year based workshops provided by school and/or external agencies on cyber safety
- Peer Mentor Program for year 7 students
- School counselling
- Posters on display around the school providing tips and strategies for students on what to do if they are being bullied or know of someone who is being bullied

Response

The procedure for responding to incidents of bullying is:

- **Incident of bullying is reported to a member of staff**
- **Relevant staff member investigates:**
 - interviews students involved
 - interviews witnesses
- **If any issues arise of a child protection nature, the Principal is informed and an MRG is completed. Outcome of MRG is to be implemented and documented on Sentral**
- **appropriate strategy is implemented e.g. mediation between parties, referral for counseling etc**
- **incident and strategy/ies implemented is recorded on sentral**
- **Follow up with students involved**

Strategies that can be implemented in response to incidents of bullying include:

- Information sessions for students on bullying – wellbeing lessons, special year based programs/activities
- School policy/procedures regarding bullying reinforced at year based wellbeing meetings and lessons.

- Students will be informed of the procedure for notifying incidents of bullying and encouraged to report any incidents to staff
- Students participate in individual/small group programs
- Mediations between students completed by members of the Wellbeing Team
- Counselling offered to both victims, witnesses and perpetrators of bullying
- Classroom teachers addressing issues relating to bullying in the classroom
- Classroom teachers role model appropriate behaviour/interactions
- Messages and information for parents/carers shared on school website advising parents/carers on how to notify staff of incidents involving their children, who they can talk to etc.
- Parent information Evenings – allow Student Advisers to discuss issues with Parents/carers
- Where appropriate, staff will notify Principal of incidents of bullying and complete an MRG as directed. Staff to fulfil their obligation and complete the outcome of the MRG