



Education &
Communities



Anti-bullying Plan

Erskine Park 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.

This plan has been developed in consultation with teachers, parents and students.

It will be reviewed by representatives from the school community: staff, parents/community, and students, every three years.

Statement of purpose

Erskine Park High School is committed to being a happy and safe school with harmonious relationships between all members of the school community to promote student and staff wellbeing. All members of the school community are expected to show respect and tolerance for individual differences and diversity and behave as responsible bystanders and digital citizens, supporting the school's anti-bullying plan through words and actions. The school's practices are based on a strong set of school CLUES values that underpin procedures and behaviours. Erskine Park High School has a whole school wellbeing approach focused on developing a supportive school culture that includes effective behaviour management plans and programs, and a positive learning environment.

Protection

Bullying is repeated verbal, physical, social or psychological behaviours 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 gender, race, disability and sexuality (Gay, Lesbian, Bisexual, Transgender and Intersex – GLBTI). Bullying of any form or for any reason can have long-term effects on those involved including bystanders.

Bystanders are anyone who is aware of bullying but does not act to try and stop it. This includes omitting information about a bullying incident, watching, assisting/joining in, videoing, sharing videos or photos, or encouraging by cheering or laughing. Conflict or fights between equals or single incidents are not defined as bullying.

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

All members of the school community contribute to the prevention of bullying by modeling and promoting appropriate behaviour and respectful relationships in person and online (social media and otherwise).

Erskine Park High School curriculum and pedagogy supports students to develop an understanding of bullying and its impact on individuals and the broader community.

Prevention

Erskine Park High School has a range of strategies implemented to prevent bullying behaviour. All are based around CLUES which is a consistent values focus across the whole school in Consideration, Learning, Understanding, Environment and Safety.

Strategies include:

- A strong 6-7 Transition Program developed and implemented through Year 7 Camp which includes opportunities to participate in small focus groups with student leaders and team building activities.
- A peer support program which links students entering in Year 7 with a Year 10 student trained in peer support.
- Input from our Police School Liaison Officer in year meetings with all year groups, mediation and in targeted crime prevention workshops.
- Explicit classroom programs especially in PDHPE and English.
- PC workshop which include 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 cyber bullying.

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:

- Transition program to support students identified by their primary school as at risk.
- Access to and support by their Year Advisor, the Wellbeing Head teacher
- Peer Support and Mediation Program.
- Working with counsellors - students can be referred by deputies, class teachers, self-referrals or parents relating to issues such as return from suspension, school, home, medical or disability. Counsellors will offer support and guidance until necessary.

- Articles have been included in the school newsletter
- Deputy reports on assemblies target positive bystander behaviours and reminders about student behaviour expectations

Response

Suggestions to follow if you feel you are being bullied:

- Talk to someone you trust e.g. Parent, Year Adviser/Assistant Year Adviser or another teacher.
- Find friends and use them for support to build resilience.

What should bystanders do?

- If you are a bystander report any information about a bullying incident. You should report this to your Year Adviser/Year Adviser Assistant or a teacher you feel comfortable with.
- Bystanders can either be part of the bullying problem or an important part of the solution to stop bullying.

What should staff do?

If a bullying incident takes place in your classroom, sport or on the playground it is suggested that you:

- Deal with the immediate discipline situation through the normal discipline system
- Try to resolve minor bullying situations by listening and acknowledging the seriousness of the report no matter how small it may at first appear.
- Complete an entry on SENTRAL with details of disciplinary action taken by you. Through this action you will have notified Head Teacher Wellbeing, Year Adviser and the Deputy Principal. Patterns of bullying behaviors can be identified through this process.
- Where serious physical/cyber bullying incidents occur they should immediately be reported to the Deputy Principals/Principal. At their discretion further action is taken including reporting to Child Wellbeing or community services as appropriate.

What should parents do?

- Support their children to become responsible citizens and to develop responsible online behaviour.
- Be aware of the age restrictions on social media websites.
- Be familiar with the school Anti-bullying Plan and assist their children in understanding bullying behaviour.
- Support your children in developing positive responses to incidents of bullying consistent with the school Anti-bullying Plan.

- Contact the Year Adviser/Year Adviser Assistant if your child's efforts to deal with bullying do not appear to be working.
- Where the bullying involves serious physical/cyber bullying you should immediately report the incident to the Deputy Principals/Principal.
- Serious bullying that occurs outside of school should be immediately reported to police and should include any evidence (e.g. screen shots).
- Work collaboratively with the school to resolve incidents of bullying when they occur.

Complaints handling policy

Erskine Park High School implements the Department of Education Complaints Handling Procedures. The Principal deals with formal complaints by following the procedures outlined in the policy at www.dec.nsw.gov.au/about-us/how-we-operate/how-we-handle-complaints.

Identifying patterns of bullying

The review of SENTRAL data and reports from the Wellbeing Team will identify the incidents of bullying and the year groups that they are taking place in.

The teacher response section of this document outlines how these will be dealt with along with the annual review and future recommendations made by the Wellbeing Team.

Communicating the Anti-Bullying Plan

The Anti-Bullying Plan will be distributed to all staff members and the Community Support Group (Parents and Citizens). The plan will be placed on the school website and parents will be informed of its location by the Principal's report in the school newsletter. Students will be informed of the plan by the Deputy Principal responsible for their year group.

Monitoring and evaluating the Anti-Bullying Plan

This plan will be presented to the school community for consultation and review on an annual basis. Each year the Wellbeing Team will review the data collected on bullying and consultation with students, will make recommendations to the senior executive on future improvements. By reviewing the types and number of incidents of bullying in a calendar year for each school year group an analysis and conclusion will be made. If there has been a decrease in bullying the programs and practices that led to the decrease will be identifiable and provide valuable feedback for future practices.

Additional Information

Senior Constable Jones, School Liaison Police

Metro West Zone Youth Command New South Wales Police Force
Blacktown Local Area Command/Quakers Hill Local Area Command
Blacktown Police Station, 9-11 Kildare Road, Blacktown, 2148
Ph: (M) 0437883319 | (02) 96719199 | Email: 47116@police.nsw.gov.au

Websites

Headspace www.headspace.org.au

Reach Out www.au.reachout.com

Kids Helpline www.kidshelpline.com.au

Lifeline www.lifeline.org.au

Beyond Blue www.beyondblue.org.au

National Centre Against Bullying www.ncab.org.au

Raising Children www.raisingchildren.net.au

Bullying No Way www.bullyingnoway.com.au

I Am A Witness www.iwitnessbullying.org

Principal's comment

At Erskine Park High School we aim to provide a safe and respectful environment. Inappropriate behaviour that gets in the way of teaching and learning at the school and interferes with the wellbeing of students cannot be accepted.

It is extremely important for all people who have an influence on our students' lives to be aware of the types of harassment and bullying that they can be confronted with. Bullying is not an acceptable behaviour in students, staff, or parents in this school.

It is our aim to provide our school community with the necessary knowledge about harassment and bullying, and the strategies that can be used to assist in dealing with such behaviours. Through a consistent approach at school and in the student's home environment, we can make a difference for all students. Everyone has a right to an education, and at Erskine Park High School we aim to provide this in a safe and respectful environment.

I hope that parents and students will find this document useful. Please read it with the school's Responsible Behavior Policy.

Leiza Lewis

School Bullying Policy Development Team

Tegan Misdon – Head Teacher Wellbeing
Donna Plumridge – Deputy Principal

School contact information

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