



ANTI-BULLYING PLAN (22/6/09)

COROWA HIGH

This Plan is an addition to the school's Welfare and Discipline Policy as the procedures developed to deal with bullying reflect the tenets of that policy. It should be read in conjunction with a number of documents listed later.

Context

The operations of the school reflect a belief that:

“Students attend school to participate in quality education that will help them to become self directed, lifelong learners who can create a positive future for themselves and the wider community”.

The school Welfare and Discipline Policy emphasizes the development of conflict resolution skills amongst all students and staff.

The school will develop an Anti-Bullying Plan in consultation with its community. This Plan will identify the behaviours that are unacceptable and the strategies for dealing with bullying in the playground and the classroom.

We also need to recognize that we live in a rapidly changing world and the nature of bullying and its consequences also changes.

The teachers of the school will model appropriate behaviours in their dealings with others at the school. By modeling acceptance of difference and constructive conflict resolution they will encourage students to deal with differences in a more constructive way.

The school has adopted a zero tolerance policy towards harassment. No reported or observed case of harassment is to be ignored by the teaching staff of the school.

Definitions

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

These behaviours include:

- **Verbal Bullying:** Some examples of this are name calling, teasing, abuse, putdowns, sarcasm, insults, threats;
- **Physical Bullying:** Some examples of this are hitting, punching, kicking, scratching, tripping, spitting.
- **Social Bullying:** Some examples of this are ignoring, excluding, ostracizing, alienating, making inappropriate gestures.
- **Psychological Bullying:** Some examples of this are spreading rumours, dirty looks, hiding or damaging possessions.
- **Cyber Bullying:** Some examples of this are malicious SMS and email messages, inappropriate use of camera/mobile phones, inappropriate use of social networking sites (e.g. facebook).

Expectations and responsibilities

Students attend school to participate in quality education that will help them to become self directed, lifelong learners who can create a positive future for themselves and the wider community.

- Any inappropriate behaviour that gets in the way of teaching and learning at the school and interferes with the wellbeing of students cannot be accepted.
- Students, teachers, parents, caregivers and members of the wider school community have a shared responsibility to create a safe and happy environment, free from all forms of bullying.
- Students, teachers, parents, caregivers and members of the wider school community can expect:
 - that students will be safe at school, free from fear of bullying, harassment, intimidation and victimisation
 - to be involved in the collaborative development of the school Anti-bullying Plan
 to know what is expected of them and others in relation to the Anti-bullying Plan that all students will be provided with appropriate support when bullying occurs.

Students, teachers, parents, caregivers and members of the wider school 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.

Each group within the school community has a specific role in preventing and dealing with bullying.

Students can expect to:

- know that their concerns will be responded to by school staff
- be provided with appropriate support (for both the subjects of and those responsible for the behaviour)
- participate in learning experiences that address key understandings and skills relating to positive relationships, safety, gender equity, discrimination, bullying and harassment. These experiences will be guided by the Personal Development, Health and Physical Education syllabuses and other Key Learning Areas.

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

Corowa 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 or School Rules and Anti-bullying Plan
- provide students with 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, intimidation and victimisation

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 Plan.

Procedures/Strategies

- The School Diary will be issued to every student in the school with details about where to access the school's Anti-bullying Plan. Each year's advisor explains the Plan to students each year.
- The school Website will contain a copy of the Plan and the School Discipline Code. This will be promoted via the School Newsletter and School Diary.
- The website will also list useful Links to assist parents/students with bullying strategies
- Electronic devices such as mobile phones and digital cameras will be banned from Corowa High School.
- All teachers are listed as contact people for students who wish to report bullying. Their response can be as simple as warning the bullies that their actions are against the school rules to instigating more intrusive actions, such as:
 - detentions;
 - if the bullying occurs in the classroom, referring the matter to the Head Teacher of the faculty;
 - if the bullying occurs in the playground, referring the matter to the Head Teacher on duty for that week;
 - referring the matter to the Year Advisor to make further inquiries;
 - referring the matter to the School Counsellor;
 - referring the matter to the Deputy Principal.

Even in instances that are dealt with directly by the teacher, the Year Advisor must be kept informed. In this way an across the school perspective can be maintained and action can be taken quickly.

- Instances of bullying reported by parents will be investigated by the Deputy Principal, Head Teacher, Year Advisor or Counsellor (as appropriate). Suitable action must be initiated to attempt to curb this bullying. Parents will be kept informed as to the actions taken.
- Of course, in many instances, the perpetrators of bullying make sure they are not seen by teachers. In these instances we must rely on the bullied student, another concerned student or a parent to inform us of the issue.
- All teachers in the school have been briefed in conflict resolution skills and the "Picas method" in dealing with bullying.
- Peer Support Leaders will deliver the Anti-bullying message to Year 7 students as part of the Peer Mediation Program during the Year 7 camp.
- The school will implement the REACH program for all years (it will need to be modified for Years 7 and 8).
- The SRC will make a presentation at a school assembly to emphasise the anti-bullying message.

Possible Actions

- Peer Mediation if appropriate.
- Bully(s) working way through the anti-bullying kit.
- The Year Adviser, in concert with the Deputy Principal, may counsel bullies of the outcomes which will occur if they continue in their actions.
- The Counsellor work with the bullied and the bully(s) to devise strategies which will help them deal with the issues.
- Parental involvement for both the bullied and the bully(s) to help negotiate a course of action to resolve the issues.
- Sanctions such as detentions, in-school isolation, suspension and expulsion may be applied by the Deputy Principal/Principal, in cases in which the bullies refuses to cease the bullying.
- Use of District Support personnel (such as Behaviour Support and Student Welfare Consultant) to provide programs designed to overcome bullying issues.
- The school Welfare Committee to look at some cases and devise strategies to address them.
- As noted through the Corowa High School Mobile Phone policy, mobile phones and any other prohibited electronic device found at School may be confiscated and returned to parents.
- Parents may be asked to refer issue to Police eg Cyber bullying that has occurred independent of Corowa High School.

The school has instituted many proactive programs designed to increase student self-esteem and counter bullying. Programs such as Mind Matters, Peer Support, Rock and Water, Peer Mediation, Conflict Resolution and LIMS, in concert with the procedures above, clearly illustrate the school's commitment to minimizing bullying and dealing with it when it does arise.

Evaluation/monitoring

Each year the Welfare team in conjunction with the P & C and Student Representative Council will evaluate the Corowa High School Anti Bullying Plan.

Additional information

See Corowa High School website for details of useful policies such as:

Corowa High School mobile phone policy

DET Anti Bullying Plan

Corowa High School computer/internet use agreement

DET Laptop user charter

DET Use of mobile phones, portable computer games, tape recorders and cameras in schools.

