



Education &
Communities

Anti-bullying Plan

School Name Casula 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.

Through consultation with the whole school community, Casula has developed an Anti-bullying Plan which includes protection, prevention, early intervention and response strategies for student bullying.

This plan will be reviewed with the whole school community every three years and will reflect and respond to emerging issues in student behaviour and to current understandings about good practice in managing student behaviour.

Our core values of S.H.A.R.P have been specifically developed to help students develop a strong sense of connectedness to school, prepare students to transition successfully to post school life, and are embedded into school culture, our structures and curriculum. At Casula High School S.H.A.R.P represents:

- Safety
- High expectations
- Achievement
- Respect
- Prepared

Statement of purpose

Bullying behaviour occurs when someone keeps doing or saying things to have power over another person. The NSW Department of Education and Communities defines bullying as intentional, repeated behaviour by an individual or group of individuals that causes stress, hurt or undue pressure.

It is not bullying when two people of about the same physical and emotional strength engage in mutual teasing or have a one off argument or fight.

Bullying can take many forms including

- Cyber bullying via Facebook, texts, phone and other social media
- Physical bullying and violence
- Threats, harassment and intimidation
- Emotional bullying – teasing, put downs or ignoring/exclusion

Bullying is a serious matter that can result in the victim of bullying experiencing social, psychological and learning difficulties. It is the aim of Casula High School to be 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.

Protection

At Casula High School we maintain a positive learning environment where the school culture fosters student connection with both the school and the wider community. This will support the development of protective factors that include positive relationships, knowledge and skills. Strategies include:

- Developing a shared understanding of bullying behaviour that captures all forms of bullying.
- Developing a policy that outlines individual and shared responsibilities of students, parents, caregivers and teachers for preventing and responding to bullying behavior.
- Maintaining a positive climate of respectful relationships where bullying is less likely to occur.

Staff's Responsibilities

- To model appropriate behaviour at all times
- To monitor and track incidences of bullying and respond in an appropriate and timely manner
- To communicate any bullying behavior to their supervisor
- To implement school programs which promote positive relationships that incorporate strategies to deal with bullying
- To communicate bullying incidences with parents when needed

Parent's Responsibilities

- To be aware of and support the school's Anti-Bullying Policy

To take an active role in their child's school life and watch for signs that their child may be being bullied

- To encourage their child to adopt learnt strategies to deal with bullying
- To instruct their child to report if they are bullied
- To inform the school if any bullying is suspected

Students' Responsibilities

- To behave appropriately at all times
- To show consideration and respect and to support others
- To report if they are being bullied or if they see someone being bullied both at school and on the way to and from school
- To attempt to use learnt strategies to deal with bullying incidents

Prevention

At Casula High School, we build on the protective factors and refer to strategies specifically designed to prevent bullying behaviour such as:

- Providing a Safe Learning Environment where the school values of S.H.A.R.P

are incorporated into curriculum and school culture.

- Developing and implementing programs for bullying prevention such as the 'Girls and Boys Day In'.
- Dedicated student support team such as peer support leaders and mentors.
- Embedding anti-bullying messages into each curriculum area.

Early Intervention

At Casula High School, we provide support before an issue emerges or escalates. We aim to achieve this by:

- Developing and implementing early intervention support for students who are identified by the school as being at risk of developing long-term difficulties with social relationships.
- Developing and implementing early intervention support for those students who are identified at or after enrolment as having experienced bullying or engaged in bullying behaviour.

When bullying is reported to the school, the school executive and Learning and Support Team will decide on the appropriate combination of interventions for the individual circumstances of bullying behaviour.

We will ask the affected students about how they wish the situation to be managed. However, the school will manage the situation and ensure that it is resolved with consideration of the following:

- Interventions need to be matched to the particular incident of bullying.
- No method of addressing bullying has been reported as 100% effective.

- More than one intervention may need to be implemented.
- No one intervention is appropriate in all circumstances of bullying.
- Not all hurtful behaviours are bullying, but we will address inappropriate behaviour whether or not it meets the definition of bullying.
- Bullying that appears to involve criminal behaviour such as violence, threats, intimidation, inciting violence, hacking will be reported to the police and to the School Safety and Response Unit hotline on 1300 363 778.

Response

Responding to bullying behavior at Casula High School is a shared responsibility for all members of the school community.

Reported incidents of bullying are managed according to the school's Anti-bullying Plan. Complaints about the way a reported incident of bullying has been managed are dealt with according to the Complaints Handling Policy.

In response to a student issue, notification either verbally, in writing or via Millennium, the school will act quickly and effectively through the following procedures:

Students:

If a person feels that they are being bullied they should:

- Tell the person that they are being a bully and to stop the behaviour.
- Report the incident to a staff member to seek advice, support and assistance.

Bystanders: If a person has witnessed bullying behaviour's they should:

- Support the person being bullied and encourage the person to report the incident to a staff member and complete an notification report.
- Any by-standers involved with bullying or using a mobile device to record the incident will be dealt with through the Student Discipline Policy.

Staff:

If a student reports a bullying incident or a teacher witnesses a bullying incident they should:

- Listen and provide support to the student acknowledging the nature and seriousness of bullying behavior.
- Find out the background and offer appropriate support for the student/s.
- Recommend to the student the incident of bullying behaviour be reported on an incident report for further action and support.

Deputy Principal / Student Success Coordinator:

If an incident is reported we will:

- Provide support to the student(s).
- Student completes incident/notification report.
- Staff member to record the incident on Millennium.
- Investigate the incident/s

- Put in place anti-bullying procedures as appropriate (e.g., mediation, restoration, protective strategies, and disciplinary procedures) and or Refer student to appropriate student wellbeing staff e.g. Year Advisors, Student Success Coordinator, School Counsellor.
- Consider the privacy and confidentiality rights of the student that aligns with the [Protecting and Supporting Children and Young People Policy \(PD/2002/0067/V02\)](#).
- Record interventions on Millennium and place student incident reports in file.
- Bullying that appears to involve criminal behaviour such as violence, threats, intimidation, inciting violence, hacking will be reported to the police and to the School Safety and Response Unit hotline on 1300 363 778.

Parents/Caregiver and Community:

- Be aware of the school Anti-bullying Plan and work collaboratively with the school to resolve incidents of bullying.
- Encourage students to discuss the effects and consequences of bullying.
- Encourage students to report any incidents of bullying.
- Contact the school if you are aware that any child is being bullied or suspect that it is happening.

Monitoring and Evaluation

This plan will be presented:

- To Casula High School students.
- In the Staff Handbook.
- Through ongoing teacher professional learning.
- At school assemblies.
- Every three years we will review, publish and promote this plan and:
- Forward a copy to the SED.
- Make available to students' parents/caregivers through school website.

bullying to gain power. The school's core values; Safe, High Expectations, Achievement, Respect and Prepared clearly support a culture of support and trust and no tolerance of bullying behavior.

School contact information

Myall Rd., Casula, 2170

Ph: 96024320

Email: Casula-h-school@det.nsw.edu.au

Additional Information

Police Youth Liaison Officer: TBA

Kids Helpline: 1800 55 1800

Principal's comment

Our school recognises that Bullying is part of society and happens in all places. As a school we will develop resilience in others and give students strategies to deal with bullying. The school will also work closely with any students who use

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