



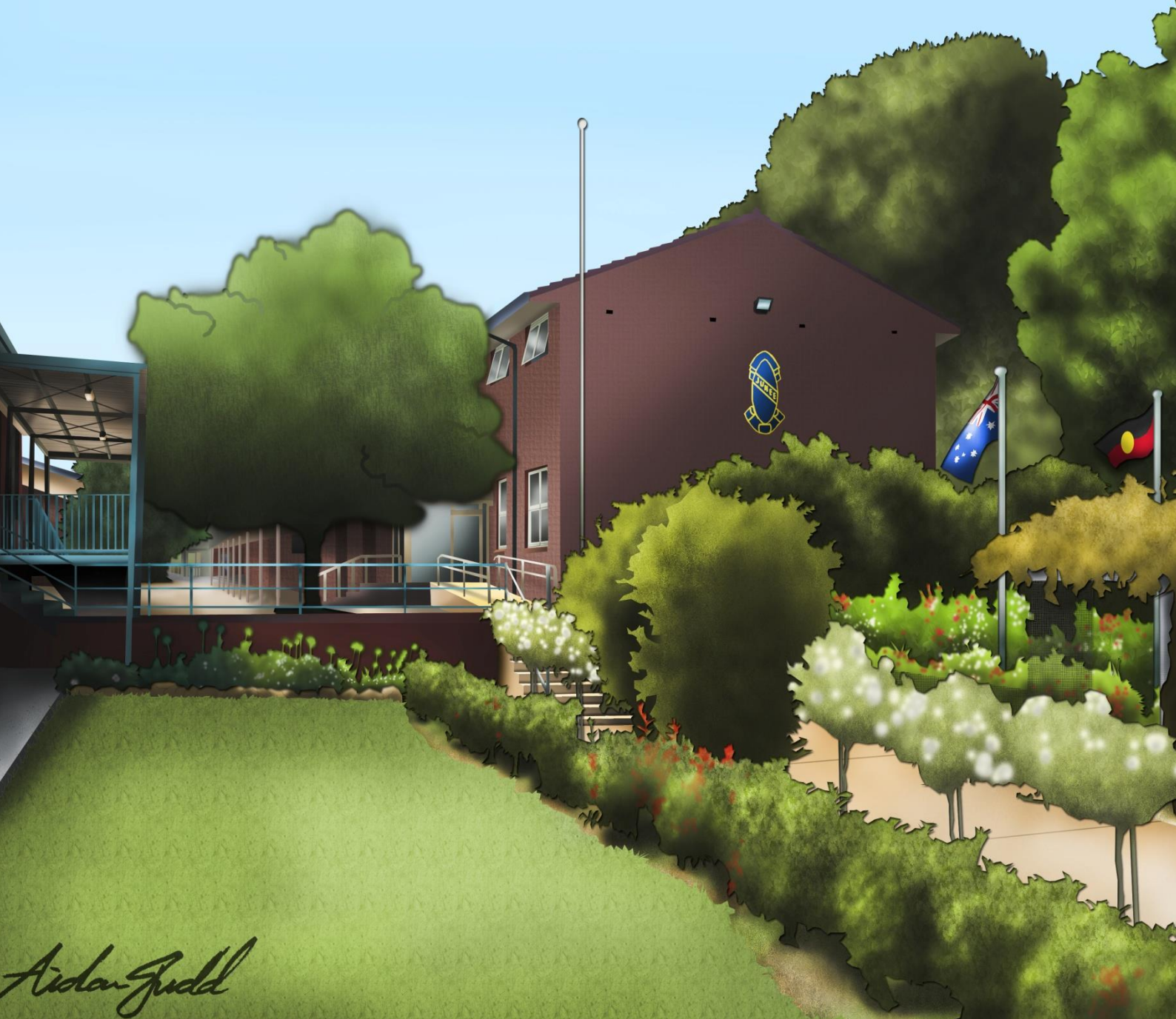
Anti-Bullying Plan

Junee High School

- Principal: Mr Scott Frazier
- Phone: (02) 6924 1666
- Fax: (02) 6924 1798
- Email: junee-h.school@det.nsw.edu.au
- Website: www.junee-h.schools.nsw.edu.au

To Dream. To Create. To Succeed.

Junee High School
52 Lydia Street (PO Box 141)
Junee NSW 2663



Aidan Fidd

Anti-bullying Plan

What is Bullying	2
Responsibilities	2
Our School Plan	3
Our Commitment	3
Protection	3
Prevention	3
Early Intervention	4
Response	4
Principal's Comment	5
Additional Information	5
Contact Us	5
Kandersteg Declaration	6

Anti-Bullying Plan:

Preventing and responding to student bullying in Junee High School

The Junee High School Anti-bullying Plan reflects the *Bullying: Preventing and Responding to Student Bullying in Schools Policy* of the New South Wales Department of Education and Communities. As a school community we reject all forms of bullying and violence.

Bullying

Bullying is the 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, sexuality 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. Our 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 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 & departmental policies relating to bullying behaviour
- respond in a timely manner to incidents of bullying according to Antbullying Plan

In addition, teachers have the 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 the 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 the 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 to in understanding bullying behaviour
- support their children in developing positive responses to incidents of bullying consistent with the Antbullying 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

Our School Anti-Bullying Plan

Our School Anti-Bullying Plan

Junee High School is dedicated to promoting positive behaviour and providing safe environments for learning. As a school community we do not tolerate bullying and victimisation of any student. Our Anti-bullying policy sets out the processes for preventing and responding to student bullying.

As Junee High school endorses the position that effective responses to bullying require engagement of the school community beyond the school gates, we endeavour to undertake wide consultation with the community following the development of this policy.

Our commitment

The Kandersteg Declaration is a pledge of long term commitment and determination to promote healthy relationships and prevent bullying and victimisation in children and youth that resulted from the *Joint Efforts Against Victimization Conference* held in Kandersteg, Switzerland in 2007.

As this declaration states perfectly our stance on bullying, we as a school have made a commitment to address bullying through the subscription to this declaration. The declaration is displayed in the front office at Junee High School and is included in this document.

Protection

Junee High School has developed a shared understanding of bullying behaviour through the adoption of one encompassing definition. This definition is endorsed by the NSW Department of Education and Communities and captures all forms of bullying such as verbal, physical, social, psychological and cyberbullying. It is displayed in every faculty staff room as well as classrooms.

In addition, we promote a positive climate of respectful relationships through the Positive Behaviour for Learning (PBL) program. PBL is a whole school approach which prevents problem behaviour and builds a school culture where bullying is less likely to occur.

Prevention

The following strategies and programs have been implemented in our school for bullying prevention:

- Annual Rewards excursions and/or days that focus on relationships and fostering group cohesion
- Themed days, organised by the SRC or welfare faculty, that promote tolerance and community. For example Harmony Day, NAIDOC week and the National Day of Action Against Bullying and Violence, Colour run (promoting good mental health and connectedness)
- Regular appearances from the School Liaison Police officer (SLP)
- Year 10 Love Bites program
- Targetted' cybersafety workshop presented by SLP, Student Learning and Support Officer & Year Advisor
- "Stop Harassing Me" Cyberbullying program
- Peer support program
- In addition anti-bullying messages are embedded into each Key Learning Area and in every year level through the vehicle of PBL and other pedagogy which supports students to develop skills to build positive and respectful relationships with others. Personal Development Health and Physical Education and Stage 4 Information, Communication and Technology subjects specifically focus on issues such as bullying cyberbullying, self-esteem and identity as part of the curriculum
- Physical Education and Stage 4 Information, Communication and Technology subjects specifically focus on issues such as bullying cyberbullying, self-esteem and identity as part of the curriculum.

Early Intervention

It is important that students who are identified as being at risk of developing long-term difficulties with social relationships or as having previously experienced bullying or engaged in bullying behaviour are supported before an issue emerges or escalates. For this reason the following early intervention strategies and programs have been implemented at Junee High School:

- Transition program.
- Formal referral to the Student Support Officer Learning and Support Team
- SENTRAL data entry
- Other welfare and educational programs; such as Bro & Sista Speak, Scripture and Ethics classes, lunch-time activity groups. . Whilst not directly related to bullying prevention these programs help foster connections between students and staff and also provide safe spaces around the school

RAGE (Re-navigating Anger and Guilty Emotions) program is currently under investigation

Response

Junee High school has implemented a number of strategies aimed to empower the whole school community to recognise and respond appropriately to bullying, harassment and victimisation. These strategies also aim to encourage students and the wider school community to behave as responsible bystanders.

The strategies include, but are not limited to:

- A total school culture which raises awareness of social expectations and reinforces our core values; Be Responsible, Be Respectful, Be Your Best
- Bullying and Cybersafety workshops where students are learn about the different types of bullying and build strategies on how to respond, as both a target or bystander
- The Junee High School official Facebook page and weekly newsletter is a platform used to reinforce our position on bullying and provide information and advice to students and parents
- Student assemblies are also utilised through staff talks which provide education around the effects of bullying

The procedures for reporting any incident of bullying are as follows:

- Any teacher or staff member who witnesses a bullying incident will intervene immediately and follow the response outlined in this plan
- Any student can report bullying behaviour verbally to any teacher or staff member
- Any parent/caregiver may contact the school to report a bullying situation that they have witnessed or are aware of

All bullying reports will be taken very seriously and dealt with as swiftly as possible. Bullying reports that are found to be of a high level, that is ongoing and persistent, will be treated as a priority for immediate investigation.

The response plan which is attached as an appendix to this document is a flowchart which outlines the processes used by Junee High School to match planned combinations of interventions to particular levels of bullying.

As detailed in the response plan any student who has been affected by, engaged in or witnessed bullying behaviour will be monitored by any of the Student Support Officer, Year Advisors, staff mentor or Deputy Principal and may be referred to the school's Learning and Support Team for additional support and guidance if required.

Incidences involving assaults, serious threats of harm, intimidation or harassment may be reported to the police via the school principal. Similarly in situations where there are immediate concerns for a student's safety, welfare or wellbeing due to physical or psychological harm the school principal will be notified and the Child Wellbeing Unit, or Community Services will be contacted.

If in any case the school has not followed the outlined procedures, parents/caregivers and/or students may follow departmental appeal procedures via the NSW DEC Complaints Handling Guidelines. However we endeavour to resolve any grievances or complaints internally in a prompt, impartial and just manner. Patterns of bullying behaviour will be monitored through regular SENTRAL searches. SENTRAL is a student database where all student contact is recorded. This method will also be utilised to monitor and evaluate the effectiveness of this plan. Staff, parents/carers and students are encouraged to provide comment/feedback on the Anti-bullying Plan to the school at any time.

Additional Information

School Liaison Police officer (SLP) Troy Fisher

Kids Helpline 1800 55 1800

Headspace 9027 0100

Mental Health Access Line 1800 011511

Junee Police 69241144

Emergency 000

Principal's comment

Bullying is a destructive behaviour which can have serious effects on a young person's physical and mental health that can last well beyond their time at school. While we wish that this behaviour did not exist, it is a fact that it does occur. Junee High School is dedicated to creating a supportive school environment where bullying, harassment and violence are not tolerated. This Anti-Bullying Plan has been developed using best practice and current evidence based interventions. It is a whole school approach whereby students, staff and parents all have a role in preventing and reducing bullying in our school. I would like to commend the team who have worked throughout the term to develop this progressive Anti-Bullying Plan for our school.

School contact information

Junee High School

Lydia Street. Junee 2663

Ph: 02 69 24 1666

Fax: 02 6924 1798

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

Web: <http://www.junee-h.schools.nsw.edu.au/>

Facebook: <http://facebook.com/JuneeHighSchool>



KANDERSTEG DECLARATION AGAINST BULLYING IN CHILDREN AND YOUTH

Kandersteg Declaration Against Bullying in Children and Youth

We the participants at the Joint Efforts Against Victimization Conference in Kandersteg in June 8th to 10th, 2007 pledge our long term commitment and determination to promote healthy relationships and prevent bullying and victimization in children and youth.

Considerations

- Today, an estimated 200 million children and youth around the world are being abused by their peers.
- Every child and youth has the right to be respected and safe. Bullying is a violation of this basic human right.
- It is the moral responsibility of adults to ensure these rights are honored and that healthy development and citizenship are promoted. Many adults want more understanding and strategies to address bullying problems effectively.
- Bullying is a form of aggression, involving the abuse of power in relationships. It is recognized globally as a complex and serious problem. It has many faces, including the use of emerging technologies, and varies by age, gender, and culture.
- Children and youth involved in bullying suffer. Bullying and victimization problems begin early in life and for some last a lifetime.
- Many risk and protective factors associated with bullying are known and prevention programs are being implemented in several countries with encouraging results.
- The mental and physical health, social, and academic consequences of bullying have an enormous impact on human and social capital. The costs of bullying burden our education, health care, social services, and criminal justice systems, as well as work force productivity and innovation.
- Bullying concerns and affects us all.

Actions to be taken

- Stop bullying now in all the places where children and youth live, work, and play.
- Start prevention efforts early and continue these through childhood and adolescence, targeting known risk and protective factors and promoting healthy relationships.
- Educate and empower all adults involved with children and youth to promote healthy relationships and prevent bullying.
- Use policy and prevention programs, based on scientific research, that are appropriate for age, gender, and culture, and that involve families, peers, schools, and communities.
- Provide ongoing assessment and monitoring necessary to evaluate the success of policy and programs and to guarantee the rights of children and youth.

Kandersteg, Switzerland, June 10, 2007