



# ANTI BULLYING POLICY

This policy sets out the Department's position on student bullying and the requirements for preventing and responding to student bullying, including online bullying, in NSW public schools and preschools.

## Policy statement

The Department rejects all forms of bullying behaviour including online (or cyber) bullying.

NSW public schools work to provide safe, inclusive, and respectful learning communities that promote student wellbeing.

The Department's Behaviour Code for Students requires students to be inclusive and respect other students, their teachers, school staff, and community members, and to not bully, harass, intimidate, or discriminate against anyone in our schools.

Schools are required to establish strategies and practices to encourage positive student behaviour, recognise and reinforce student achievement and wellbeing, and manage disruptive student behaviour, as outlined in the Student Discipline in Government Schools policy.

School staff need to encourage high levels of parental and community involvement in the school to improve student attendance, engagement, learning and behaviour.

Bullying behaviour has three key features. It involves the intentional misuse of power in a relationship. It is ongoing and repeated, and it involves behaviours that can cause harm.

1. Bullying behaviour can also involve intimidation, victimisation and harassment, including that based on sex, race, religion, disability or sexual orientation, both online and offline.
2. Bullying can be illegal if it involves behaviours that include physical violence, threats of violence, damaging property or stalking.
3. The NSW anti-bullying website supports school staff, parents and carers, volunteers and contracted staff, and students to discourage, prevent, identify and respond effectively to student bullying behaviour, where it does occur.
4. Preventing and responding to bullying is the shared responsibility of all school staff, volunteers, and contracted staff employed by schools, and students, parents and carers.

## **The Hazard – Bullying**

Bullying is the repeated and intentional behaviour of causing fear, distress or harm towards another person that involves an imbalance of power. It can involve humiliation, domination, intimidation, victimisation and harassment. Students have the right to feel safe at ESHS and should not be subjected to bullying, harassment or discrimination based on race, age, sexual orientation, gender identity or religion. In any bullying incident there are likely to be three parties involved: the bully, the person being bullied, and bystanders.

Bullying can take many forms including:

### *Physical bullying*

- Pushing, hitting, punching, bumping, kicking
- Obstructing / Confining
- Stealing / hiding property
- Damage or interference to personal belongings

### *Verbal/Written- Name calling/teasing/picking on*

- Mocking/taunting
- Making put down comments/belittling
- Threatening violence/physical aggression
- Insulting/shouting/swearing at
- Homophobic/transgender comments
- Racial/minority group comments
- Writing abusive notes
- Talking about people inappropriately behind their backs or within earshot

### *Social/Psychological*

- Visual: stare at threateningly, giving 'evils'
- Standing close to a person and acting in a threatening manner – Pulling faces.
- Excluding from activities, groups or events
- Ignoring

- Saving seats
- Creating paranoia – whispering, stopping activities when target student enters room

### *Cyber bullying*

- Cyber bullying is when an individual or group uses the internet, mobile phones or other technology to hurt another person or group of people (refer to Cyber-Bullying Policy)
- Initiating inappropriate emails
- Sending abusive or malicious emails and text messages, including unwanted text messages that contain sexually explicit content – ie sexting
- Accessing, altering or deleting others work or folders
- Writing harmful/hurtful comments about any member of the school community on social networking websites such as Facebook. – Unauthorized recording, taking or publishing of photos

### **What Bullying is Not**

There are many negative situations which, whilst being potentially distressing for students, are not bullying. These include:

Mutual Conflict Situations which arise where there is disagreement between students but not an imbalance of power. Mutual conflict situations need to be closely monitored as they may evolve into a bullying situation; or

One-off Acts (of aggression or meanness) including single incidents of loss of temper, shouting or swearing do not normally constitute bullying.

### **Signs of Bullying**

Major behaviour changes in a student may be indicative of bullying. Such behavioural changes may include:

- Crying at night and having nightmares
- Refusing to talk when asked “What’s wrong?”
- Having unexplained bruises, cuts or scratches
- An unwillingness or refusal to go to school
- Feeling ill in the mornings
- A decline in quality of work

- Becoming withdrawn and lacking confidence
- Beginning to bully siblings
- Acting unreasonably.

Parents/carers are encouraged to recognise signs of bullying and notify the school through a trusted staff member immediately (such as a class teacher, mentor, Year Adviser, Head Teacher Wellbeing, school counsellor etc), if they suspect their child is a victim of bullying.

## **Policy**

Endeavour Sports High School recognises its duty to students to provide a safe and positive learning environment where individual differences and diversity within the school is respected and accepted.

Bullying is not tolerated at Endeavour Sports High School.

It is our policy that:

- Bullying be managed through a 'whole of school community' approach involving students, staff and parents/carers
- Bullying prevention strategies be implemented within the school on a continuous basis with a focus on teaching age-appropriate skills and strategies to empower staff, students and parents/carers to recognise bullying and respond appropriately
- Bullying response strategies be tailored to the circumstances of each incident
- Staff establish positive role models emphasising our no-bullying culture
- Bullying prevention and intervention strategies are reviewed on an annual basis against best practice.

## **Bullying Prevention Strategies**

Endeavour Sports High School recognises that the implementation of whole school prevention strategies is the most effective way of eliminating, or at least minimising incidents of bullying within our community.

The following initiatives form part of our overall bullying prevention strategy and our strategy to create a 'no bullying' culture within the school:

- A structured curriculum and peer group support system, that provides age-appropriate information and skills relating to bullying (including cyber bullying) and bullying prevention, to students over the course of the academic year
- Education, training and professional learning for staff in bullying prevention and response strategies

- Promotion of a supportive environment that encourages the development of positive relationships and communication between staff, students and parents/carers
- Promotion of responsible bystander behaviour amongst students, staff and parents/carers
- Reporting of incidents of alleged bullying by students, bystanders, parents/carers and staff are encouraged, and made easy through the establishment of multiple reporting channels
- Regular risk assessments of bullying within the school are undertaken by surveying students to identify bullying issues that may ordinarily go unnoticed by staff
- Records of reported bullying incidents are maintained and analysed, in order to identify persistent bullies and/or victims and to implement targeted prevention strategies where appropriate

### **Reporting Bullying**

Students and their parents/carers are sometimes reluctant to pursue bullying incidents, for fear that it will only make matters worse. Early intervention is more likely to result in a favourable outcome.

A key part of Endeavour Sports High School's bullying prevention and intervention strategy is to encourage reporting of bullying incidents as well as providing assurance to students who experience bullying (and parents/carers) that:

- Bullying is not tolerated within the school
- Their concerns will be taken seriously
- The school has clear strategies for dealing with bullying issues
- Students are advised to report incidents of bullying to a staff member as soon as possible

Bullying incidents can be advised to the school verbally (or in writing) through any of the following avenues:

- Informing a trusted teacher, staff member
- Informing the Year Adviser or a member of the Wellbeing team
- Informing the Head Teacher Wellbeing
- Informing a TSP Coach/Mentor

## **Responding to Bullying**

Bullying behaviours vary enormously in their extent and intent and, as a consequence, each incident needs to be dealt with on its facts. In all circumstances the school:

- Takes bullying incidents seriously
- Provides assurance to the affected student that they are not at fault and their confidentiality will be respected
- Takes time to properly investigate the facts including discussing the incident with all of the students involved, without the involvement of parents
- Takes time to understand any concerns of individuals involved
- Maintains records of reported bullying incidents
- Will escalate its response when dealing with persistent bullies and/or severe incidents, including notifying parents

## **Staff Responsibility**

All staff are responsible to:

- Model appropriate behaviour always
- Deal with all reported and observed incidents of bullying in accordance with this policy
- Ensure that any incident of bullying that they observe or is reported to them, is recorded appropriately
- Be vigilant in monitoring students that have been identified as either persistent bullies or victims
- Acknowledge the right of parents/carers to speak with the school if they believe their child is being bullied.

## **Implementation**

This policy is implemented through a combination of:

- Staff training
- Student education
- Effective incident reporting procedures
- Effective management of bullying incidents when reported
- The creation of a 'no bullying' culture within the school community

- Effective record keeping procedures
- Initiation of mediation and corrective actions where necessary.

### **Access**

The Endeavour Sports High School's Anti Bullying policy can be accessed on the school's website.

### **Relevant Resources**

Behaviour Code for Students

<https://education.nsw.gov.au/content/dam/main-education/policy-library/associated-documents/behaviourcode.pdf>

Student Discipline in Government Schools Policy

<https://education.nsw.gov.au/policy-library/policies/pd-2006-0316>

<https://education.nsw.gov.au/student-wellbeing/attendance-behaviour-and-engagement/anti-bullying.html>

<https://bullyingnoway.gov.au/>

<https://kidshelpline.com.au/>

<https://www.esafety.gov.au/>