

Anti-Bullying Plan



FOSTERING LEARNERS WHO ARE RESPECTFUL, RESPONSIBLE AND AIMING FOR EXCELLENCE

Anti-Bullying Plan

The NSW Department of Education rejects all forms of bullying.

No student, employee, parent, carer or community member should experience bullying within the learning or working environments. Georges River College Hurstville Boys Campus is a Positive Behaviour for Learning (PBL) School which promotes the values of Respect, Responsibility and Aiming for Excellence are developed in a safe nurturing environment. Everybody has a right to feel safe, to have person/property respected, to learn, be heard and make a positive contribution.

What is 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 other forms of harassment including that based on sex, race, religion, disability, homosexuality or transgender. Bullying of any form or for any reason can have long term effects on those including bystanders.

Conflict or fights between equals or single incidents ARE NOT defined as bullying.

Bullying behaviour can be:

- verbal e.g. name calling, teasing, abuse, putdowns, sarcasm, insults, threats
- physical e.g. hitting, punching, licking, scratching, tripping, spitting
- social e.g. ignoring, excluding, ostracising, alienating, making inappropriate gestures
- psychological e.g. spreading rumours, dirty looks, hiding or damaging possessions
- cyber bullying e.g. malicious SMS and email messages, inappropriate use of social media and camera phones

The term “bullying” has a specific meaning. The schools Anti-bullying Plan sets out the process for preventing and responding to student bullying.

Statement of Purpose

Georges River College Hurstville Boys Campus (GRCHBC) is committed to maintaining a safe and supportive school environment in which all students can achieve their best. The GRCHBC community promotes respect and strives to make everyone feel safe and secure, both physically and emotionally

Statement of Responsibilities

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 and caregivers and members of the wider school community. At Georges River College Hurstville Boys Campus we strive to create a school-wide culture that is safe and inclusive and allows students to flourish free from discrimination, harassment or any form of bullying.

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
- Be empowered with information about the school's Anti-Bullying Plan
- Work collaboratively with the school to resolve incidents of bullying when they occur

Students have a responsibility to:

- Model appropriate behaviour which respects and values individual differences and diversity and show consideration, respect and support for others
- Use strategies taught through school-based wellbeing programs to respond appropriately to bullying
- Behave as responsible upstanders
- Behave as responsible digital citizens – this means interacting with others online in a positive and respectful manner, and ensuring that comments, images, videos and other material shared online respect the privacy and reputation of all
- Follow the school's Anti-Bullying Plan
- Inform a responsible adult such as parent, teacher, Year Advisor, Chaplain, Youth worker, Counsellor or Deputy Principal, if you are being bullied OR have seen another student being bullied

Upstanders are the most powerful participants in bullying incidents. It is imperative that upstanders make it clear to the bully that his/her behaviour is unacceptable, support the target of bullying, and report the bullying incident to a trusted adult

School Staff have a responsibility to:

- Model and promote appropriate, respectful relationships and behaviours
- Promote preventative and resilience strategies
- Empower students to become upstanders
- Understand and implement the Anti-Bullying Plan
- Respond in a timely manner to incidents of bullying
- Manage, report and escalate matters where necessary
- Provide curriculum and pedagogy that supports students to develop an understanding of bullying and its impact on individuals and the broader community
- Participate in professional learning on bullying
- Ensure open lines of communication between home and school to respond to bullying situations if they arise
- Review the school's Anti-Bullying Plan regularly to ensure it remains relevant and meets the needs of the students

Parents & Carers have a responsibility to:

- Model appropriate behaviour that promotes positive, respectful relationships and behaviours
- Encourage their son to show empathy, respect and support for others
- Support their son to become resilient in dealing with challenges and to become confident in reporting bullying
- Be aware of the school's Anti-Bullying Plan and assist their son in understanding bullying behaviours
- Report incidents of school related bullying behavior to their son's Year Advisor, Deputy Principal or Head Teacher Wellbeing
- Work collaboratively with the school to resolve incidents of bullying when they occur
- Become more computer literate and be aware of and monitor their son's online activities and digital footprint.

How STUDENTS handle bullying behavior

Student

Are you being repeatedly isolated or subjected to ongoing physical, verbal or cyber harassment

RECOGNISE

Is it a one off incident or is it bullying?

INFORM

Inform the bully calmly and politely that you want them to stop

TELL

Tell a responsible and trusted adult about the recurring bullying.
Talk to them about strategies you can use to manage the situation

EVALUATE

Evaluate the situation. If it does not improve follow up with the trusted adult



How all staff handle student bullying

- Listen calmly and document what the student tells you
- Record incident on Sentral and collect necessary evidence (witness statements etc)
- Follow Behaviour Management Policy and the Anti-Bullying Plan
- Inform student that relevant personnel may need to be notified of the incident
- Report and consult with the Head Teacher, Year Adviser, Head Teacher Wellbeing and/or Deputy Principal

There are specific people who are responsible to support anti-bullying actions and programs, these include:

Head Teacher Wellbeing:

- Responsible for collaborating with Wellbeing team to develop and implement the Anti-Bullying Plan
- Organise and deliver whole school anti-bullying approaches such as National Day of Action against Bullying and Violence
- Work with students reporting forms of bullying and liaising with families to support

Head Teacher:

After consultation with the reporting teacher, steps may include:

- Collect additional information e.g. witness statements, teacher reports and information for Year Adviser or Deputy Principal
- Provide suggestions on what to do if the bullying occurs again
- Set a date for a follow up review with the student
- Contact parent/carer and inform them of the incident and the course of action
- Document incident on Sentral notify YA, Wellbeing Coordinator, Wellbeing Team and Deputy Principal
- Restorative conversation between student being bullied and student exhibiting bullying behaviours
- Refer students to the school counsellor
- Report ongoing incidents of bullying to Year Adviser or Deputy Principal
- Reporting teacher is kept informed during the process

Year Adviser:

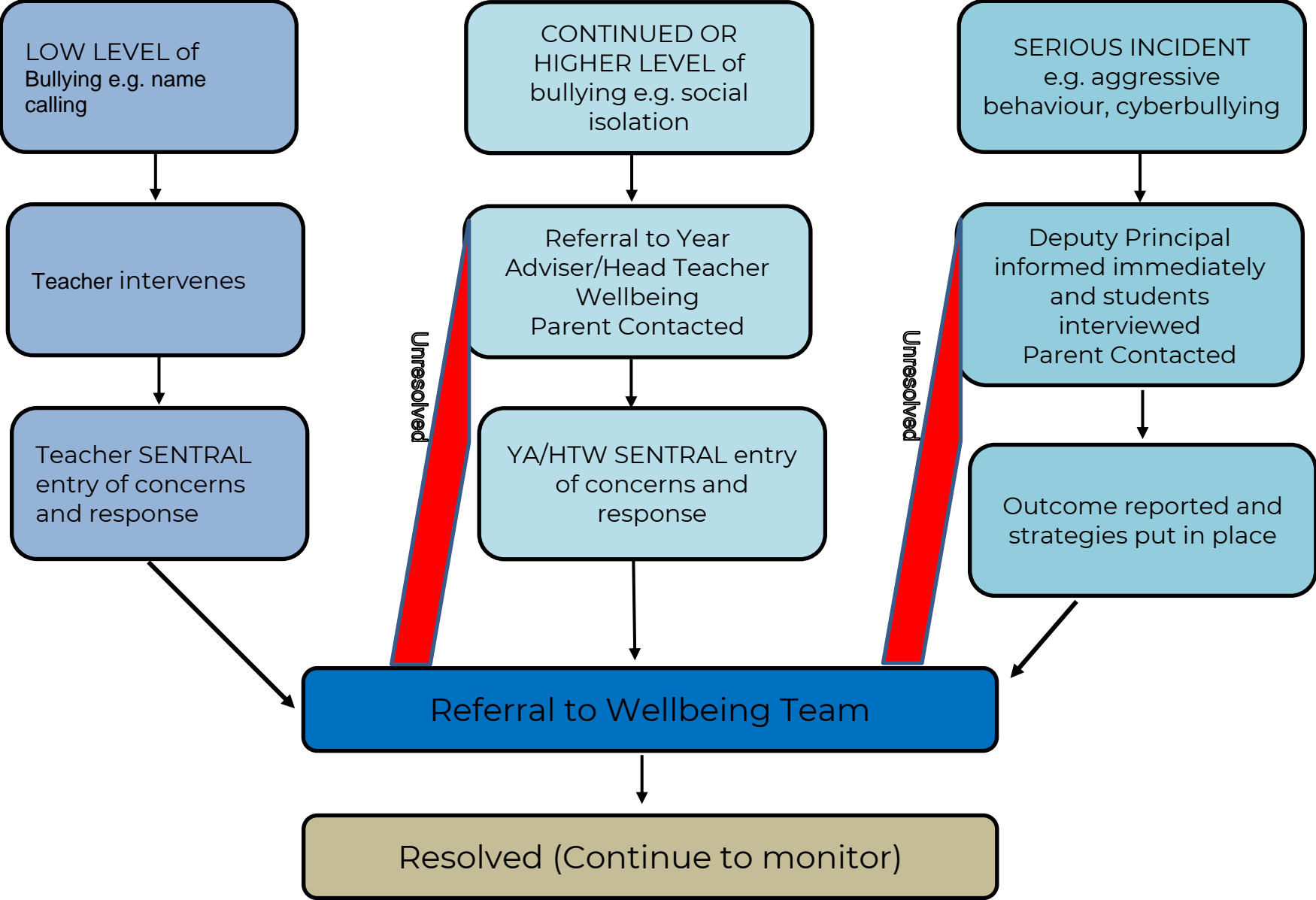
If the incident requires Year Adviser involvement, steps may include:

- Collect additional information eg. witness statements, teacher reports and information for Deputy Principal
- Provide suggestions on what to do if the bullying occurs again
- Set a date for a follow up review with the student
- Contact parent/carer and inform them of the incident and the course of action
- Document incident on Sentral notify YA, Wellbeing Team and Deputy Principal
- Restorative conversation between student being bullied and student exhibiting bullying behaviours
- Refer students to the school counsellor
- Report ongoing incidents of bullying to Deputy Principal
- Ongoing follow up with students and parents/ carers over time
- Reporting teacher is kept informed during the process

Youth Worker:

- Mediates individual cases of bullying between students and groups of students
- Works with individuals and groups of students to develop proactive social skills
- Refers students to school counsellors
- Reports incidents of bullying to Year Adviser or Deputy Principal
- Restorative conversation between student being bullied and student exhibiting bullying behaviours
- Set a date for a follow up review with the student

Report of Bullying incident from students, staff or parent:



Deputy Principal:

If the incident requires Deputy Principal involvement, steps may include:

- Collect additional information e.g. witness statements, teacher reports, Year Adviser reports
- Provide suggestions on what to do if the bullying occurs again
- Set a date for a follow up review with the student
- Contact parent/carer and inform them of the incident and the course of action
- Document incident on Sentral notify YA, Wellbeing Team and Principal
- Restorative conversation between student being bullied and student exhibiting bullying behaviours
- Refer students to the school counsellor
- Report serious and/or ongoing incidents of bullying to the Principal to decide on the course of action (i.e. Parent meeting /Formal Caution/Solution Space/Suspension)
- Ongoing follow up with students and Parent/ Carer over time

Principal:


Should the bullying behavior require Principal intervention:

- Decide on the course of action (e.g. Solution Space/ Suspension)
- Inform Police if required (e.g. severe cases of Cyber Bullying)
- Follow Department of Education disciplinary action as outlined in [Student Discipline in Government Schools Policy and Bullying of Students Prevention & Response Policy](https://policies.education.nsw.gov.au/policy-library/policies/student-discipline-in-government-schools-policy) (<https://policies.education.nsw.gov.au/policy-library/policies/student-discipline-in-government-schools-policy>)

How Parents & Carers can handle bullying

If your child is being bullied:

- Listen calmly and get the full story
- If required, encourage your child to report the incident to their Year Adviser, Counsellor or Deputy Principal
- Work collaboratively with the school to resolve the incident
- Discuss and practice strategies to respond to bullying



Parents working together with the school is the best way to stop the bullying happening again

If your child is bullying others:

- Talk with your child and explain why bullying is unacceptable
- Consider what else might be happening for your child
- Teach conflict resolution skills
- Discuss the behaviours with your son's Year Advisor in regards to any concerns you may have

If your child has seen bullying:

- Encourage your child to talk about what happened
- Talk about being a supportive upstander
- If your child tells you that the bullying is continuing or increasing, contact the school

RESOURCES

This plan has been devised in alignment with information from:

- **NSW Department of Education Anti-Bullying Policy**
<https://education.nsw.gov.au/policy-library/policies/bullying-of-students-prevention-and-response-policy>
- **Anti-Bullying NSW**
<https://antibullying.nsw.gov.au/>
- **Bullying – No Way!**
<https://bullyingnoway.gov.au/>
- **Reach Out Australia**
<https://au.reachout.com/>
- **Head Space**
<https://headspace.org.au/>
- **Kids Helpline – 1800 551 800**
<https://kidshelpline.com.au/>
- **Safety commissioner**
<https://esafety.gov.au>

Anti-Bullying Plan

Georges River College Hurstville Boys Campus

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. The NSW Department of Education requires all NSW public schools to have an Anti-bullying Plan which details the strategies implemented to reduce student bullying behaviours.

Resources

The NSW anti-bullying website (see: <https://antibullying.nsw.gov.au/>) provides evidence-based resources and information for schools, parents and carers, and students. Schools are encouraged to visit the website to support whole-school prevention, early intervention and response approaches and strategies for student bullying behaviour.

Georges River College Hurstville Boys Campus' commitment

Our school rejects all forms of bullying behaviours, including online (or cyber) bullying by maintaining a commitment to providing a safe, inclusive and respectful learning community that promotes student wellbeing. Executive staff are committed to establishing evidence-based approaches and strategies that promote a positive climate where bullying is less likely to occur.

1. School culture and inclusion

All members of the school community are active participants in building a welcoming school culture that values diversity and fosters positive relationships. A key component of a supportive school culture is building respectful relationships and an ethos that bullying is not accepted, in both online and offline environments. School staff will actively respond to student bullying behaviour.

Our school engages in the following practices to promote a positive school culture.

1.1 Student assemblies

Student bullying and expectations about student behaviour will be discussed and information presented to promote a positive school culture where bullying is not accepted.

Dates	Communication topics
Term 1	2021 Anti Bullying Plan completed. Plan disseminated to staff and students (All Year groups)
Term 1	'Bullying No Way' National Day of Action 19/3/21 (Whole School assembly)
Throughout the year	PBL lessons on a fortnightly basis/ Year meetings to promote a positive school culture (All Year groups)
Terms 1, 2, 3 or 4	Social and Emotional Learning lessons with a focus on social skills and assertiveness
Terms 1, 2, 3 or 4	Bully busters/Cyber buster (or similar) (Years 7/ 8) The Yes Project- Cyber safety Years 9 &10
Term 1, 2, 3 or 4	Guest Speakers (Years 9/10). Staff, students, parents feedback for 2022 Antibullying Plan
Term 1	Police Liaison Officer- Cyber Bullying (Years 7, 8, 9 and 10)

1.2 Staff communication and professional learning

Staff will be supported with professional learning that provides evidence-based ways to encourage and teach positive social and emotional wellbeing and discourage, prevent, identify, and respond effectively to student bullying behaviour.

Dates	Communication topics and Professional learning
Term 2	Anti-Bullying Plan presented to staff
Throughout the year	Professional Learning- Social media and cyberbullying focus
Term 4	Review the effectiveness of the Plan

1.3 New and casual staff

New and casual staff will be informed about our school's approaches and strategies to prevent and respond to student bullying behaviour in the following ways.

- Deputy Principal to induct new and temporary staff on school policies and plans
- Deputy Principal to ensure all staff have an updated staff handbook.
- Head Teacher Administration to induct casual staff on school policies and plans
- Head Teacher to monitor and assist new and casual staff

2. Partnerships with families and community

Effective schools have high levels of parental and community involvement. This involvement is strongly related to improved student learning, attendance and behaviour. Our school proactively builds collaborative relationships with families and communities to create a shared understanding of how to support student learning, safety and wellbeing.



NSW
GOVERNMENT

education.nsw.gov.au

2.1 Website

Our school website has information to support families help their children to regulate their emotions and behaviour and develop socially. Information is provided to assist if children have been involved in bullying behaviour (as the person engaging in bullying behaviour, as the person being bullied or as the person witnessing the bullying behaviour).

The following are published on our school's website. www.hurstvillb-h.schools.nsw.edu.au
Check the boxes that apply.

- School Anti-bullying Plan NSW Anti-bullying website Behaviour Code for Students

2.2 Communication with parents

Our school will provide information to parents to help promote a positive school culture where bullying is not acceptable and to increase parent's understanding of how our school addresses all forms of bullying behaviour.

Dates	Communication methods and topics
Term 2 2021	Anti-Bullying Plan presented to the P&C
Throughout the year	Share resources through newsletter each term / Facebook posts
Terms 1, 2 & 3	Meet the Teacher (Year 7) Parent Teacher Nights (Year 7-10)
At least once through the year	Parent information session- Cyber Bullying

3. Support for wellbeing and positive behaviours

Our school's practices support student wellbeing and positive behaviour approaches that align with our school community's needs.

Social and emotional skills related to basic social and communication skills are explicitly taught in lessons to year 7 commencing in 2021. Personal safety, resilience, help-seeking and protective behaviours are explicitly taught across the curriculum in Personal Development, Health and Physical Education (PDHPE).

Examples of other ways our school will embed student wellbeing and positive behaviour approaches and strategies in practices include the following.

- Year Meetings with specific focus on social and emotional learning
- Positive Behaviour for Learning lessons – All Year groups
- Year 7 Camp
- Support Unit Camp- All Year groups
- Use Another Word initiative
- Breaking Hands Off policy
- Drum Beat
- Project W
- Tribe - All Year groups
- Year 10 Transition Programs

- GRIT (Georges River Intensive Transition Program)
- Own It Program (Various Year groups)
- Wellbeing Team comprising of Deputy Principal, Wellbeing Coordinator, Year Advisers, Assistant Year Advisor, Chaplain, Youth Worker and school Counsellor
- Learning & Support Program
- PBL Signage in all areas
- Year 10 Work Experience program
- GRIT (Georges River Intensive Transition Program)
- Own It Program (Various Year groups)