

Anti-bullying Procedures



Education



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Rationale and Purpose

At Dungog High School, we are committed to meeting the learning and welfare needs of our students in a caring, peaceful, safe and positive environment that affirms diversity and respects individual differences. Students at Dungog High School have the right to expect that they will spend the school day free from the fear of bullying, harassment and intimidation.

What is bullying

Bullying is a systematic and repeated abuse of power. In general bullying is for the purpose of dominating or hurting someone and involves unfair action by the perpetrator(s) and an imbalance of power occurs when the target cannot provide an adequate defence and feels oppressed and humiliated.

Bullying is when someone (or a group of people) with more power than you repeatedly and intentionally use negative words and/ or actions against you, which causes you distress and risks your wellbeing.

While there is no universally accepted definition of bullying, most researchers agree that bullying:

- **Involves repeated actions**
- **Is intended to cause distress or harm**
- **Is grounded in an imbalance of power**

Single incidents and conflict or fights between equals, whether in person or online, **are not defined as bullying**. Other behaviours that do not constitute bullying include:

mutual arguments and disagreements (where there is no power imbalance)
not liking someone or a single act of social rejection
one-off acts of meanness or spite, and
isolated incidents of aggression, intimidation or violence.

However, these conflicts still need to be addressed and resolved. Bullying can have a lasting impact on everyone involved, including those who witness it, so it is important to work together to create safe school communities for everyone.

Types of Bullying

Physical: Pushing, hitting, kicking, pinching, tripping, stealing, vandalism of property.

Psychological: Humiliation, rumours, putdowns, threats, intimidation, insults, bribery and extortion.

Verbal: Name-calling, sarcasm, mimicking others, abusive phone calls.

Social: Exclusion from peer group, ignoring and refusing to talk to someone.

Sexual: Unwanted sexual advances or contact and sexually abusive comments.

Cyber-bullying: Occurs when the internet, email or mobile phones are used to deliberately and repeatedly engage in hostile behaviour to harm someone. This is often used as an



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extension of other forms of bullying.

Racial: Offensive language or behaviour that refers to another person's actual or perceived race.

Gender: Offensive language or behaviour that refers to another person's actual or perceived sexual orientation.

Religion: Offensive language or behaviour that refers to another person's actual or perceived religion.

Culture of Safety

The School is committed to maintaining practices that create a culture of safety within which students and employees are supported and protected.

Identifying and Responding to Concerns

Where concerns arise about alleged bullying behaviour, the School is committed to maintaining robust systems for identifying and responding to such concerns. In dealing with allegations, the School will uphold the principles of procedural fairness and any finding and actions will be based on a thorough and fair assessment of evidence.

Procedural Fairness

Dungog High School acts on procedural fairness as a basic right for all when dealing with authorities.

Procedural fairness refers to what is sometimes described as the 'hearing rule' and 'right to an unbiased decision'.

The 'hearing rule' includes the right of the person against whom an allegation has been made to:

- know the allegation related to a specific matter and any other information, which will be taken into account in considering the matter.
- know the process by which the matter will be considered.
- respond to the allegation.
- know how to seek a review of the decision made in response to the allegations.

The 'right to an unbiased decision' includes the right to:

- impartiality in an investigation and decision-making.
- an absence of bias by a decision-maker.

Evidence based Practice

The School's response to bullying is built on an evidence-based framework that is informed by current research and includes the Method of Shared Concern and Restorative Practices.

Responsibilities of Students

- Be respectful towards other students, staff and members of the school community.
- Participate in sessions regarding the school's Anti Bullying policy and other sessions regarding expectations.
- Report the incident immediately.



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- Support peers to report incidents.
- Be proactive so that bullying and harassment are discouraged through peer influence.

Responsibilities of staff

- Foster positive relationships with students.
- Establish, maintain, make explicit and model the school's expectations related to bullying.
- Support students to be effective up-standers.
- Respond to reported incidents as soon as possible.
- Keep open communication between student, parent and the school regarding the progress of the report.
- Keep the appropriate documentation of the report.
- Ensure that follow up of students occurs after the report has been resolved.
- Be present and visible when in the playground by wearing a fluorescent vest.
- Use 'Restorative Practice' strategies.

Responsibilities of parents

- Provide support for their child to report incidences as soon as possible.
- Communicate in a respectful manner with school staff regarding their concerns.
- To reinforce the message that bullying is not accepted or tolerated.
- To watch for signs that their child may be bullied.

What do we do

What we do about incidents of bullying

- We will listen and talk to the person who has been bullied and the person who has bullied others.
- We will put place consequences, support and education for the person who has been bullying others.
- We will use a process called Restorative Justice to help everyone involved to improve his or her relationships with
- each other.
 - It is important to realise that these steps may change. At Dungog High School, we do not use a 'one size fits all' approach. This is because each person is different and each incident of bullying is different.

What do we do at Dungog High School to reduce Bullying?

- If an incident of bullying happens at Dungog High School, we use prevention, intervention and post – intervention strategies.

Prevention strategies include:

- Using the curriculum to teach students about respectful relationships; Civics and Citizenship.
- Developing programs to help students participate and have a say in their learning.
- Teaching students about violence prevention, conflict resolution, anger management and problem solving and
- developing policies, which promote student safety.
- Teaching for and about diversity.
- Providing professional learning for staff in collaboration with local agencies.
- Surveying students regarding bullying incidents to enable us to act on their concerns.



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Intervention strategies include:

- Counselling students who have been bullied.
- Talking with parents or caregivers about the situation.
- Putting consequences in place for those who bully others.
- Teaching students to be better up-standers.
- Ensuring that all staff know how to address bullying effectively and respectfully.

Post intervention strategies include:

- Monitoring the situation between the students to ensure that their safety and wellbeing are maintained.
- Talking with parents or caregivers about strategies.
- Dealing with hotspots in the playground.
- Reviewing and evaluating behaviour codes and policies.

Whole School Approach

In the classroom	In the playground	At other times
Classroom Teacher	Teacher on Duty	Available staff member
↓	↓	↓
Head Teacher Year Advisor	Head Teacher on duty Year Advisor	Head Teacher Year Advisor
↓	↓	↓
Head Teacher Wellbeing	Head Teacher Wellbeing	Head Teacher Wellbeing
↓	↓	↓
Deputy Principal Principal	Deputy Principal Principal	Deputy Principal Principal

Reporting Incidents

Students can report any incidents via the Notification of Wellbeing form using the following systems:

Front office – complete the form and place in the communication box located in the office.

Learning and Support Hub – complete the form and place in the timber box in the staff room.

Online – Go to the schools Wellbeing site and selected the Notification of Wellbeing tab at the top. Complete the form online and submit. It will then be emailed directly to the Head Teacher Wellbeing. You can find the site via a link on the Dungog High School Webpage.



Actions for each Level of Bullying

Level 1

A first incident. Students involved to in an attempt to reach shared understanding and mutual concern for the situation. Most issues can be resolved here.

Can involve Restorative Justice, shared controlled discussion and the incident documented (parents contacted).



Level 2

Repeated reports with same or different students/teachers. This is more serious. A formal warning in writing will be given, parents/carers will be contacted and incident documented (parents contacted).

Can involve Restorative Justice, Behaviour plans or contracts, structured learning activities, Counsellor, mentoring, Boys or Girls Advisor support.



Level 3

Repeated incidents and/or an extremely serious incident.

Can Involve Deputy Principal involvement, Restorative Justice, Counselling support, Parent meeting, 1:1 social and emotional mentoring, and Playground contract.

*This may also involve a suspension due to the nature of the incident and the harm caused.



Actions for each Level of Bullying

