



Education &  
Communities

# Anti-bullying Plan

## Engadine 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.

## Statement of purpose

Every person at Engadine High School has the right to learn within a safe, happy, fair and supportive environment. As a community we value cooperation, responsibility, and respect for self and others. At our school everyone has the right to experience positive relationships based on these qualities.

## Protection

Bullying is repeated verbal, physical, social or psychological behaviours 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 gender, race, disability and sexuality (Gay, Lesbian, Bisexual, Transgender and Intersex – GLBTI). Bullying of any form or for any reason can have long-term effects on those involved including bystanders.

Bystanders are anyone who is aware of bullying but does not act to try and stop it. This includes omitting information about a bullying incident, watching, assisting/joining in, videoing, sharing videos or photos, or encouraging by cheering or laughing.

Conflict or fights between equals or single incidents are not defined as bullying.

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 between staff, students, parents, caregivers and members of the wider school community.

All members of the school community contribute to the prevention of bullying by modelling and promoting appropriate behaviour and respectful relationships in person and online (social media and otherwise).

EHS curriculum and pedagogy supports students to develop an understanding of bullying and its impact on individuals and the broader community.

## Prevention/Early Intervention

- ◆ Anti-bullying lessons across the curriculum including Art, Drama, PDHPE, English, and year group meetings and activities (e.g. Wear It Purple Day, National Day of Action Against Bullying, Harmony Day and White Ribbon Day).
- ◆ Our well-established Peer Support Program (Year 10 students trained in Term 4 each year to assist/mentor the incoming Year 7) includes an Anti-bullying section. This section raises an awareness of bullying behaviour and also targets preventative strategies.
- ◆ Increase the awareness of students, parents and staff through year and whole school assemblies, the parent newsletter (Flannel Flower), Moodle, and other methods of online communications (school website and Facebook page).
- ◆ An Anti-bullying sub group of the Welfare Team has been created to plan additional strategies and to monitor bullying on an on-going basis.
- ◆ The introduction of a School Welcome Program for new students to Engadine High School which will make them aware of the school's policies and procedures.


- ◆ To develop links with outside providers including performances/role play companies to assist in achieving professional whole school Anti-bullying goals (e.g. Brainstorm Productions).
- ◆ Ongoing in-service of staff on strategies for dealing with bullying.

### Suggestions to follow if you feel you are being bullied:

- ◆ Talk to someone you trust e.g. parent, Year Adviser/Year Adviser Assistant or another teacher.
- ◆ Find friends and use them for support to build resilience.

### What should bystanders do?

- ◆ If you are a bystander report any information about a bullying incident. You should report this to your Year Adviser/Year Adviser Assistant or a teacher you feel comfortable with.
- ◆ Bystanders can either be part of the bullying problem or an important part of the solution to stop bullying.

 Bystanders can also download the #iamawitness emoticon to use on social media when you see an incidence of cyberbullying.

### What should staff do?

If a bullying incident takes place in your classroom, sport or on the playground it is suggested that you:

- ◆ Deal with the immediate discipline situation through the normal discipline system.
- ◆ Try to resolve minor bullying situations by listening and acknowledging the seriousness of the report no matter how small it may at first appear.

- ◆ Complete an entry on Sentral with details of disciplinary action taken by you. Through this action you will have notified Year Adviser/Year Adviser Assistant and the assigned Deputy Principal. Patterns of bullying behaviors can be identified through this process.
- ◆ The Year Adviser/Year Adviser Assistant will then coordinate reports and the appropriate Anti-bullying strategy. This may include counselor referral.
- ◆ Where serious physical/cyberbullying incidents occur they should immediately be reported to the Deputy Principals/Principal. At their discretion further action is taken.

### What should parents do?

- ◆ Support their children to become responsible citizens and to develop responsible online behaviour.
- ◆ Be aware of the age restrictions on social media websites.
- ◆ Be familiar with the school Anti-bullying Plan and assist their children in understanding bullying behaviour.
- ◆ Support your children in developing positive responses to incidents of bullying consistent with the school Anti-bullying Plan.
- ◆ Contact the Year Adviser/Year Adviser Assistant if your child's efforts to deal with bullying do not appear to be working.
- ◆ Where the bullying involves serious physical/cyberbullying you should immediately report the incident to the Deputy Principals/Principal.
- ◆ Serious bullying that occurs outside of school should be immediately reported to police and should include any evidence (e.g. screen shots).
- ◆ Work collaboratively with the school to resolve incidents of bullying when they occur.

**Engadine High School will review this Anti-bullying Policy, including the school community, every 3 years.**

## Additional Information

Police Youth Liaison Officer (YLO)  
Sutherland Police Station

Constable Jayke Graham [grah2jay@police.nsw.gov.au](mailto:grah2jay@police.nsw.gov.au)  
Constable Katherine Dodds [dodd1kat@police.nsw.gov.au](mailto:dodd1kat@police.nsw.gov.au)  
Phone: (02) 9542 0852

Sutherland Shire Family Services

Phone: (02) 9528 2933  
Email: [info@ssfs.org.au](mailto:info@ssfs.org.au)

## Websites

Headspace [www.headspace.org.au](http://www.headspace.org.au)  
Reach Out [www.au.reachout.com](http://www.au.reachout.com)  
Kids Helpline [www.kidshelpline.com.au](http://www.kidshelpline.com.au)  
Lifeline [www.lifeline.org.au](http://www.lifeline.org.au)  
Beyond Blue [www.beyondblue.org.au](http://www.beyondblue.org.au)  
National Centre Against Bullying [www.ncab.org.au](http://www.ncab.org.au)  
Raising Children [www.raisingchildren.net.au](http://www.raisingchildren.net.au)  
Bullying No Way [www.bullyingnoway.com.au](http://www.bullyingnoway.com.au)  
I Am A Witness [www.iwitnessbullying.org](http://www.iwitnessbullying.org)

## School Bullying Policy Development Team

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