



Education &  
Communities

# Anti-bullying Plan

Menai 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.

*Bullying in Schools Policy* of the New South Wales Department of Education and Communities.

The Menai High School anti-bullying plan follows Department of Education guidelines and was developed in consultation with parents and students.

## Statement of purpose

Menai High School is an inclusive environment, where diversity is affirmed and individual differences are respected.

Schools exist in a society where intimidation and harassment occur. Bullying will be taken seriously and is not acceptable in any form. Students have the right to expect that they will spend the school day free from the fear of bullying, harassment and intimidation.

Teachers, students, parents, caregivers and members of the wider community have a responsibility to work together to address bullying.

## Definition of bullying behaviour

Bullying is defined as intentional, repeated behaviour by an individual or group of individuals that causes distress, hurt or undue pressure.

Bullying involves the abuse of power in relationships. Bullying can involve all forms of harassment (including gender, race, disability, sexual

## Our School Anti-Bullying Plan

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This plan outlines the processes for preventing and responding to student bullying in our school and reflects the *Bullying: Preventing and Responding to Student*

orientation or transgender identification), humiliation, domination and intimidation of others.

**Bullying:**

- devalues, isolates and frightens
- affects an individual's ability to achieve
- has long-term effects on those engaging in bullying behaviour, those who are the subjects of bullying behaviour and the onlookers or bystanders.

**Bullying behaviour can be:**

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

## Protection

Students, teachers, parents, caregivers and members of the wider school community have a shared responsibility to create a safe and happy environment, free from all forms of bullying.

**Students, teachers, parents, caregivers and members of the wider school community can expect:**

- that students will be safe at school, free from fear of bullying, harassment and intimidation
- to be involved in the collaborative development of the school Anti-bullying Plan
- to know what is expected of them and others in relation to the Anti-bullying Plan

- that all students will be provided with appropriate support when bullying occurs.

**Students, teachers, parents, caregivers and members of the wider school community have a responsibility to:**

- promote positive relationships that respect and accept individual differences and diversity within the whole school community
- contribute to the development of the Anti-bullying Plan and support it through words and actions
- actively work together to resolve incidents of bullying behaviour when they occur.

**Each group within the school community has a specific role in preventing and dealing with bullying.**

**Students can expect to:**

- know that their concerns will be responded to by school staff
- be provided with appropriate support (for both the subjects of and those responsible for the behaviour)
- take part in learning experiences that address key understandings and skills relating to positive relationships, safety, gender, age, equity, discrimination, bullying and harassment. These experiences will be guided by the Personal Development, Health and Physical Education syllabuses and other Key Learning Areas

**Students have a responsibility to:**

- behave appropriately, respecting individual differences and diversity
- follow the school Anti-bullying Plan
- respond to incidents of bullying according to their school Anti-bullying Plan

**Parents and caregivers have a responsibility to:**

- support their children in all aspects of their learning
- 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
- support all students of the school to deal effectively with bullying through the strategies of the Anti-bullying Plan

#### **Schools have a responsibility to:**

- develop an Anti-bullying Plan through consultation with parents, caregivers, students and the community, which clearly identifies both the behaviours that are unacceptable and the strategies for dealing with bullying in the classroom and playground
- inform students, parents, caregivers and the community about the School Discipline Code and Anti-bullying Plan
- provide students with strategies to respond positively to incidents of bullying behaviour, including responsibilities as bystanders or observers
- provide parents, caregivers and students with clear information on strategies that promote appropriate behaviour, and the consequences for inappropriate behaviour
- communicate to parents and caregivers that they have an important role to play in resolving incidents of bullying behaviour involving their children
- follow up complaints of bullying, harassment and intimidation

#### **Teachers have a responsibility to:**

- respect and support students in all aspects of their learning
- model appropriate behaviour
- respond in an appropriate and timely manner to incidents of bullying according to the school Anti-bullying Plan

## Prevention

#### **Proactive strategies will include:**

- education in PDHPE programs and other curriculum areas
- pastoral care programs
- information leaflets for students outlining the anti-bullying procedure
- posters around the school promoting zero tolerance for bullying

## Early Intervention/Response

Every member of the school community has the responsibility to report incidents of bullying and harassment.

Reports can be made:

- in writing
- in person to the Principal, Deputy Principals, Head Teacher Welfare or Year Advisers
- via the school intranet
- via the internet

Reports can also be made to any teacher who then has the responsibility to refer the matter to a member of the Welfare team.

Low level bullying may initially be referred to Peer Mediation and/or be dealt with by a member of the Welfare team using the Pikas method.

Victims of bullying may also be provided with counselling.

Instances of bullying involving physical violence will result in an automatic suspension from school.

Persistent or more serious bullying will be dealt with in accordance with the school discipline and welfare policy and consequences may include:

- Counselling (including the Pikas method)
- Formal Caution
- Short suspension
- Post suspension behaviour monitoring
- Long suspension
- Expulsion



## Additional Information

Menai High School works closely with a number of external services, including our local Police Youth Liaison Officer.

**Kids Helpline:** 1800 55 1800, [kidshelpline.com.au](http://kidshelpline.com.au)

**Headspace:** [headspace.org.au](http://headspace.org.au)

Miranda: 5/522 Kingsway, Miranda, New South Wales 2228

Phone: (02) 9575 1500

40 Gerald Road, Illawong, 2234

Ph: 9543-7000

Fax: 9543-7713

Email: [menai-h.school@det.nsw.edu.au](mailto:menai-h.school@det.nsw.edu.au)

Web: <https://menai-h.schools.nsw.gov.au/>

## Principal's comment

Students attend school to participate in quality education that will help them become self-directed, lifelong learners who create a positive future for themselves and the wider community.

Any inappropriate behaviour that gets in the way of teaching and learning at the school and interferes with the wellbeing of students cannot be accepted, this includes bullying.

As mentioned in this plan, all members of the community have a responsibility to create a safe, welcoming and diverse community in which bullying is addressed but never tolerated.

### **Current Plan updated by:**

Mr Ellevsen, Principal

Mr Meagher, Deputy Principal

Ms Stone, Head Teacher Welfare

With input from teaching staff, executive staff and community consultation.

## School contact information

Menai High School