

Cherrybrook Technology High School



Anti-bullying Policy

DoE Links

[Bullying: Prevention and Response Policy](#)

[Bullying Factsheet](#)

[Student Discipline in Government Schools Policy](#)

[Values in NSW Public Schools](#)

[Work Health and Safety Policy](#)

[Anti-Racism Policy](#)

Preamble

This policy has been developed collaboratively with students, school staff, caregivers and the community. It is an intrinsic part of the Wellbeing and Discipline Policy of the school and has been embedded into the curriculum to give a clear understanding of maintaining a positive climate of respectful relationships in the school.

Policy

The aim of this policy and procedures is to ensure that Cherrybrook Technology High School is a safe environment, free from bullying, for all members of the School Community

OBJECTIVES

- To reduce the incidence of bullying
- To counter the view of some that bullying is an inevitable part of school life
- To create a supportive climate and break down the secrecy surrounding bullying
- To provide staff, students and parents with options to respond to bullying
- To develop and implement early intervention strategies and support for students and staff.
- To establish effective communication with appropriate outside support agencies including the Police Liaison Officers, Child Wellbeing Unit and FACS.
- To review the anti-bullying policy on a regular basis- about every three years and to report the effectiveness of the policy annually to the community.

Procedures

DEFINITIONS

Bullying is a repetitive attack, which causes distress not only at the time of the attack, but also by the threat of further attacks. It is characterized by an imbalance of power and can be defined by the negative impact on the vulnerable person who is targeted. It can be verbal, physical, social or psychological. It can be done in person, by manipulating others to take part, or by electronic means such as video, email, text messages or chat rooms. Cyberbullying refers to bullying through information and communication technologies.

- Bullying involves one or more persons exerting power or dominance over another or others. Victimisation and all forms of harassment including that based on sex, race, disability, homosexuality or transgender.
- Bullying behaviour is deliberate, unwelcome, uninvited and usually repeated
- Bullying involves behaviour which is **physical** (eg hitting, punching, intimidation, kicking, spitting, tripping) **verbal** (e.g. name calling, teasing, insults, humiliation, sarcasm, putdowns, threats), **psychological** (e.g. ignoring, excluding, ostracizing, alienating, making inappropriate gestures) or **social/relational** (spreading rumours, written insults, hiding possessions, use of internet, text messaging or chat rooms). This may also include behaviour out of school which impacts on the learning and wellbeing of others in the school.
- Bullying includes a wide range of conduct that causes another person to feel embarrassed, offended, hurt, insulted, ridiculed, angry or afraid
- Bullying can have a serious long-term effect on the health and wellbeing of those engaged in bullying behaviour, those who are the subject of bullying behaviour and the onlookers or bystanders.

RESPONSIBILITIES AND PROCEDURES

This school strongly promotes an environment in which all members of the school community, students, teachers, parents, caregivers and members of the wider community have the right to feel safe and happy and free from all forms of bullying.

These stakeholders have a wider responsibility to promote positive relationships that respect and accept individual differences and diversity within the school community and actively work together to resolve incidents of bullying behaviour when they occur.

Students, teachers, parents, caregivers and members of the wider school community can expect that they will be safe at school, free from fear of bullying, harassment and intimidation, to know what is expected of them and others in relation to bullying and that they will be **provided with appropriate support when bullying occurs**. The Complaints Handling Policy by the Department of Education establishes a standard approach to resolving complaints, including complaints about the way a reported incident of bullying has been managed.

Students:

If a person feels that they are being bullied or has witnessed bullying behaviour they should:

- Tell the person that they are being a bully and to stop the behaviour.
- Support the person who is being bullied and request help from a teacher at the time of the incident
- Report the behaviour to a Year Adviser or a teacher of the student's choice
- Refrain from bullying others

Teachers:

If a student reports a bullying incident or a teacher witnesses incidents of bullying, they should:

- Listen and provide support to the target of the bullying by acknowledging the nature and seriousness of bullying behaviour
- Find out the background and attempt to resolve the incident
- If necessary, record the incident of bullying behaviour in writing. If a staff member feels that they can resolve the situation, the written record should still be handed in for information only – pass this on to HT Wellbeing or Deputy

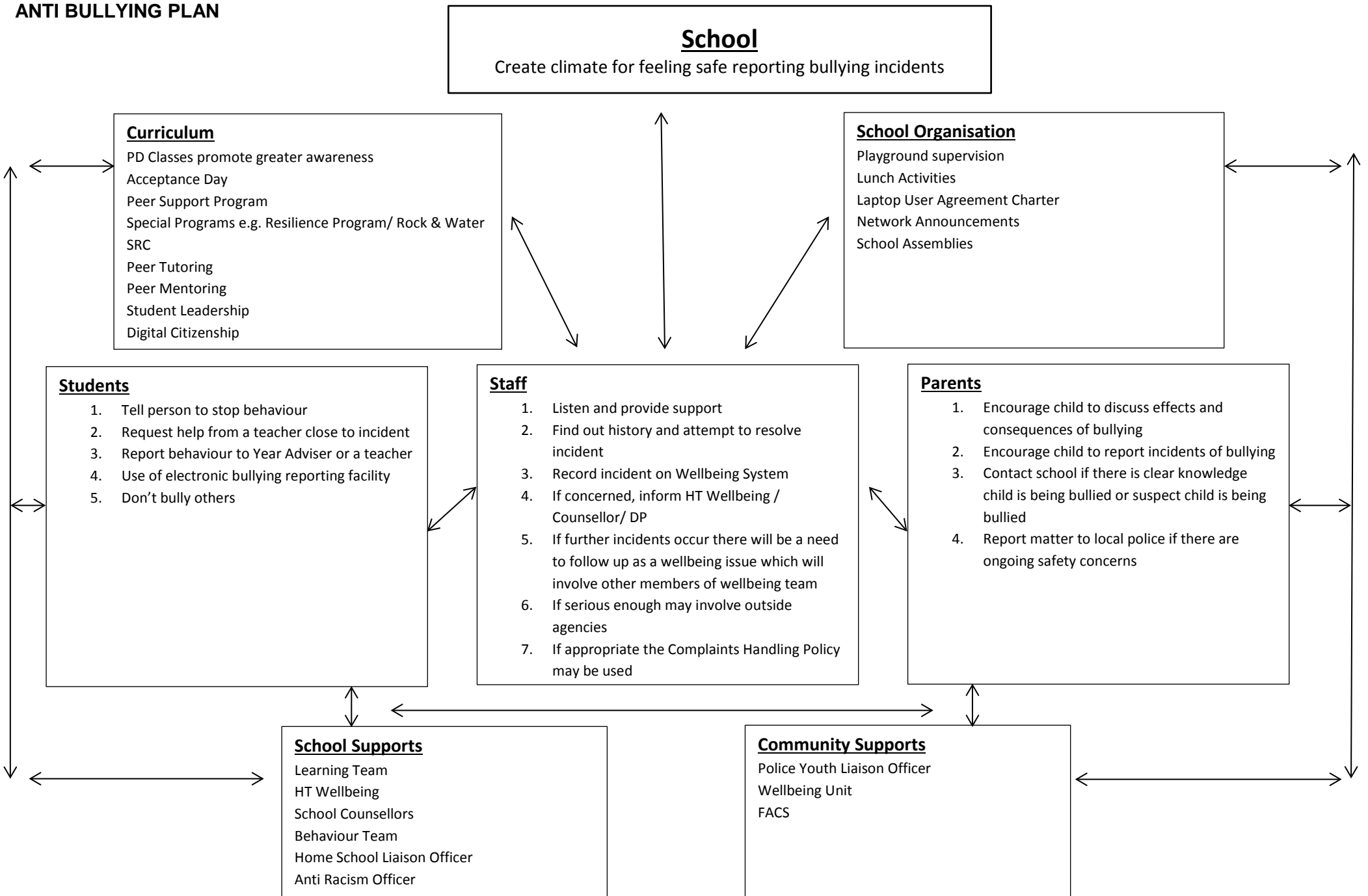
HT Wellbeing / Deputy Principal:

- Provide support to targets of bullying or refer to School Counsellor
- Record and monitor incidents of bullying behaviour – student discussed at Wellbeing meeting for that Stage
- Put in place anti-bullying procedures as appropriate – mediation between parties should be offered. Follow up on specific incidents to ensure mediation has worked (at Wellbeing Meetings)
- Contact parents of the student who has been bullying another/others, may be done through Year Adviser, Counsellor, HT Wellbeing or DP
- Students who repeatedly offend or do not respond to mediation and counselling will be referred to the DP as a disciplinary matter. Procedures for dealing with breaches of discipline will then apply.

Parents and Caregivers:

- Encourage students to discuss the effects and consequences of bullying
- Encourage students to report any incidents of bullying
- Contact the school if you are aware that any child is being bullied or suspect that it is happening

ANTI BULLYING PLAN



ANTI BULLYING PLAN

School

Create climate for feeling safe reporting bullying incidents

Curriculum

PD classes promote greater awareness

Acceptance Day

Peer Support Program

Resilience Program

SRC

Peer Tutoring

Peer Mentoring

Student Leadership

School Organisation

Playground Supervision

Lunch Activities

Laptop User Agreement Charter

Evening for parents & students

Network Announcements

School Assemblies

Students

1. Tell person to stop behaviour
2. Request help from a teacher close to incident
3. Report behaviour to Year Adviser or a teacher of student's choice
4. Don't bully others

Staff

1. Listen and provide support
2. Find out history and attempt to resolve incident
3. Record incident on Wellbeing system
4. If concerned, inform HT Wellbeing / Counsellor / DP
5. If further incidents occur there will be a need to follow up as a wellbeing issue which will involve other members of the wellbeing team
6. If serious enough may involve outside agencies
7. If appropriate the Complaints Handling Policy may be used.

Parents

1. Encourage child to discuss effects and consequences of bullying
2. Encourage child to report incidents of bullying
3. Contact school if there is clear knowledge child is being bullied or suspect child is being bullied
4. Report matter to local police if there are ongoing safety concerns.

School Supports

Learning Team

HT Wellbeing

School Counsellors

Behaviour Team

Home School Liaison Officer

Anti-Racism Officer

Community Supports

Police Youth Liaison Officer

Child Wellbeing Unit

FACS