Dungog High School

ANTI-BULLYING POLICY

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.

Our school community recognises that we exist in a wider society where intimidation and harassment occurs. As such, we consider it our responsibility to take bullying seriously and to ensure that it is not acceptable in any form in this school. A strong partnership with parents, caregivers, students and the wider community is central to the success of the school’s anti-bullying strategy.

WHAT IS BULLYING?

• Bullying can be 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 sex, race, disability, humiliation, domination and intimidation of others)
• Bullying behaviour can be:
  • **Verbal** - name calling, teasing, abuse, putdowns, sarcasm, insults, threats, mimicking
  • **Physical** - hitting, punching, kicking, scratching, tripping, spitting
  • **Social** - ignoring, excluding, ostracising, alienating, making inappropriate gestures
  • **Psychological** - spreading rumours, dirty looks, hiding or damaging possessions, malicious SMS and email messages, inappropriate use of camera phones etc.

Key Terms:

• **Bully** – a person who has a deliberate desire to hurt another person over a period of time
• **Witness** – a person who sees an incident and is able to give their version of the incident
• **Bystander** – a witness of an incident who chooses either to stand by and do nothing or encourages the bullying
• **Victim** – a person who suffers at the hands of a bully

Statement of Purpose:

It is the purpose of this policy to achieve the following outcomes:

• That all students are safe at Dungog High School, free from the fear of bullying, harassment and intimidation
• That all students are empowered by using a range of positive strategies in the situation where they may be the victim or an observer of bullying behaviour
• That all students are provided with appropriate support in the incidence of bullying
• That in all circumstances, positive relationships among students, parents and teachers are promoted and valued
• That students respect and accept individual differences and diversity within the whole school community
• That students, teachers and parents are involved in the development of the school’s anti-bullying plan and that each group take responsibility to ensure the intended outcomes of this plan are achieved.
BULLYING !!!

Investigate: Talk to all parties

STAGE 1
- Verbal Warning to Student
- Verbal/Written apology
- Written Warning

STAGE 2
- Parent notification
- Withdrawal from playground to complete workbook 1.
- Counsellor appointment (optional)
- Student agreement to re-enter playground

STAGE 3
- Parent Interview
- Counsellor appointment
- Extended period of exclusion from playground
  & Workbook 2

STAGE 4
Suspension

Please note that students can enter the flow chart at any stage based on the severity of the harassment.
As A STUDENT
IF I AM BEING BULLIED

**I MUST**
1. Ask the person to:

2. If they do... GOOD
   If the person doesn’t stop TELL these people:

   **CLASSROOM**
   - Class Teacher
   - Head Teacher

   **PLAYGROUND**
   - Teacher on Duty
   - HT Welfare
   - Year Advisor
   - or Deputy Principal

   **TO OR FROM SCHOOL**
   - Bus Driver/
   - Parent

3. Complete a report of bullying incident form (located at front office)
4. and if my problem is not solved within a reasonable time I will TELL MY YEAR ADVISOR, HEAD TEACHER WELFARE, PRINCIPAL or DEPUTY PRINCIPAL.

**I MUST NOT**
1. BULLY BACK:
   - Call names, insult, tease, argue or threaten
   - Use ‘Put Downs’
   - Be physical or aggressive (push, punch, kick)

2. Keep what is happening to me a SECRET
3. IGNORE the problem
As a Teacher
If I observe bullying, I will take the following positive action

I will

1. Directly intervene in the bullying incident by:
   a. Investigating the situation by determining the nature of the problem
   b. Comforting and reassuring the students involved
   c. Reinforcing that Dungog High School is opposed to bullying
   d. Reinforcing with the students involved, the processes for them to follow if they are bullied or if they observe bullying (complete harassment/bullying form)
   e. Counselling the students involved (both the student who has been bullied and/or the students who has bullied) as required or refer to HT Welfare or Counsellor
   f. Recording the incident on RISC and imposing the appropriate classroom or playground consequences/action
   g. Referring to the Student Welfare Team or Deputy Principal for additional advice or support if required.

I will not

1. IGNORE the problem
2. Respond to the situation in a manner which is not consistent with the Dungog High School Anti-Bullying Policy
As A STUDENT
IF I OBSERVE bullying,

I MUST

1. Ask the person bullying to STOP

2. Ask the person being bullied to MOVE AWAY with you for help

3. TELL SOMEONE WHO CAN HELP:
   • Head Teacher Welfare
   • The Deputy Principal
   • Your class teacher
   • The teacher on duty
   • Girls/Boys Advisor
   • Year Advisor

4. Complete a Harassment / bulling incident form

5. Comfort the person being bullied.

I MUST NOT

1. BULLY BACK:
   • Call names, insult, tease, argue or threaten
   • Use ‘Put Downs’
   • Be physical or aggressive (push, punch, kick)

2. Keep what I saw a SECRET

3. IGNORE the problem
As A PARENT
I will adopt the following action....

**I WILL**

1. BE ALERT to indicators of Bullying
2. IDENTIFY the areas of concern, COMFORT and REASSURE my child
3. ENCOURAGE my child to use the strategies developed at school to support students being bullied
4. MONITOR the problem. If it is not resolved...
5. TELL SOMEONE WHO CAN HELP:
   - Year Advisor
   - Head Teacher Welfare
   - Deputy Principal
   - Principal

**I WILL NOT**

1. Encourage my child to retaliate:
   - Call names, insult, tease, argue or threaten
   - Use ‘Put Downs’
   - Be physical or aggressive (push, punch, kick)
2. IGNORE the problem
3. APPROACH the child who is allegedly bullying my child

Say No to bullying! Stop!