



Cootamundra High School: Anti-Bullying Plan

Respect. Responsibility. Excellence.



ANTI-BULLYING PLAN

The NSW Department of Education rejects all forms of bullying. No student, employee, parent, carer or community member should experience bullying within the learning or working environments. Cootamundra High School is a positive, accepting and tolerant community where the values of Respect, Responsibility and Excellence are developed in a safe nurturing environment. Everybody has a right to feel safe, to have person/property respected, to learn, be heard and make a positive contribution.

STATEMENT OF RESPONSIBILITIES

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 staff, students, parents and caregivers and members of the wider school community. At Cootamundra High School we strive to create a school-wide culture that is safe and inclusive and allows students to flourish free from discrimination, harassment or any form of bullying.

WHAT IS 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. Bullying can involve humiliation, domination, intimidation, victimisation and other 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 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, licking, scratching, tripping, spitting
- Social eg ignoring, excluding, ostracising, alienating, making inappropriate gestures
- Psychological eg spreading rumours, dirty looks, hiding or damaging possessions



Teachers Teach. Students Learn. Be Kind.

A Community Approach to Managing Bullying

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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 Cootamundra High School community.
- Be empowered with information about the school's Anti-Bullying Plan and the resources available to all members of the community to proactively manage bullying.
- Work collaboratively with the school to resolve incidents of bullying when they occur in a professional and respectful manner.

SCHOOL STAFF HAVE A RESPONSIBILITY TO:

- Model and promote appropriate, respectful relationships and behaviour.
- Promote preventative and resilience strategies to all members of the school community.
- Empower students to become upstanders.
- Respond in a timely manner to incidents of bullying and manage, report and escalate matters where necessary.
- Provide curriculum and pedagogy that supports students to develop an understanding of bullying and its impact on individuals and the broader community.
- Participate in professional learning on bullying.
- Review the school's Anti-Bullying Plan regularly to ensure it remains relevant and meets the needs of the students.

STUDENTS HAVE A RESPONSIBILITY TO:

- Model appropriate behaviour which respects and values individual differences and diversity and show consideration, respect and support for others.
- Use strategies taught through school based programs to respond appropriately to instances of bullying including being an upstander in the community.
- Behave as responsible digital citizens – this means interacting with others online in a positive and respectful manner, and ensuring that comments, images, videos and other material shared online respect the privacy and reputation of all.
- Inform a responsible adult such as parent, teacher, counsellor or Deputy Principal, if you are being bullied OR have seen another student being bullied.

PARENTS & CARERS HAVE A RESPONSIBILITY TO:

- Model appropriate behaviour that promotes positive, respectful relationships and behaviours.
- Encourage their children to show consideration, respect and support for others.
- Implement good management systems in the home environment that monitors the presence of bullying.
- Support their children to become resilient in dealing with challenges and to become confident in reporting bullying.
- Be aware of the school's Anti-Bullying Plan and assist their children in understanding bullying behaviours.
- Report incidents of school related bullying behaviour and work collaboratively with the school to resolve incidents of bullying when they occur.
- Become more computer literate and be aware of and monitor online activities.

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Our Focus on Prevention and Early Intervention

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Prevention

At Cootamundra High School we aim to manage bullying by implementing the following strategies:

- Embedding anti-bullying lessons in all key learning areas.
- Embedding anti-bullying lessons in the fortnightly year advisor meetings.
- Students and staff provided with bullying management flowcharts.
- Year Advisors, Girls/Boys Advisors, Anti Racism Contact Officer available to work with students, staff and the community.
- Student Representative Council (SRC) lead days and events such as National Day of Action against Bullying and Violence
- Encouraging all members of the school community to engage in positive bystander behavior via assemblies, classroom pedagogy and community engagement.
- Resilience and Mentoring Programs for Targeted groups of students.
- Embedding content into key learning areas that develops students cultural awareness and understanding.
- Monitoring student behaviour in both classroom and playground settings which is regularly relayed to all staff via meetings and the Sentral notice dashboard. Regular discussions at staff, Learning Support and Wellbeing Team meetings.
- Reviewing our playground procedures to make sure that they are effective including strategies such as staff on duty wearing high vis vests so they are visible at all times in the playground.
- Professional Learning for staff around bullying and strategies to manage bullying situations.
- Closely monitoring the use of technology such as google classroom and Microsoft teams.

Early Intervention

At Cootamundra High School we undertake the following programs when students are experiencing difficulties with social relationships

- Students who display at risk behaviours are identified and monitored by both classroom and playground teachers.
- Transition programs for students coming from year 6 into year 7 and students with identified social issues are supported with extra transition opportunities.
- Wellbeing Team, Year Advisors and Girls/Boys Advisor work closely with identified students to support and manage bullying situations. This can involve parent contact, resolution or mediation meetings and providing other specific strategies to support students during these times.
- Implementation of risk assessments and behaviour management plans when required.
- Individual conferences with victims, bullies and families as required.
- Contact with the police and Child Wellbeing Unit where incidents of bullying may include possible criminal behavior.

OTHER IMPORTANT RESOURCES:

NSW Department of Education Anti-Bullying Policy - [Bullying of Students - Prevention and Response Policy \(nsw.gov.au\)](https://www.nsw.gov.au/anti-bullying-policy)

Anti-Bullying NSW - [Anti-bullying \(nsw.gov.au\)](https://www.nsw.gov.au/anti-bullying)

Bullying – No Way! - [Bullying No Way](https://www.bullyingno-way.com.au/)

Head Space - [headspace National Youth Mental Health Foundation](https://www.headspace.org.au/)

Kids Helpline - [Kids Helpline | Phone Counselling Service | 1800 55 1800](https://www.kidshelpline.com.au/)

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