

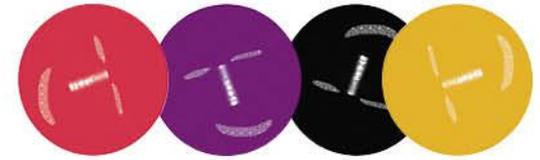


Education &
Communities

Anti-bullying Plan

Dubbo College Senior Campus (Revised Term 4 2016)





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 and Communities.

Through consultation with the whole school community, Dubbo College Senior Campus (DCSC) has developed an Anti-bullying Plan which includes protection, prevention, early intervention and response strategies for student bullying.

This plan will be reviewed with the whole school community **every three years** and will reflect and respond to emerging issues in student behaviour and to current understandings about good practice in managing student behaviour.

DCSC has a focus on Year 11 and Year 12 only. Our School offers a dynamic and stimulating Young Adult Learning Environment supporting the needs, expectations, and aspirations of 15-19 year old students. Our core values of R.I.S.E have been specifically developed to prepare young adults to transition successfully to post school life, and are embedded into school culture, our structures and curriculum. At Dubbo College Senior Campus R.I.S.E represents:

- **Respect** – To have regard for the feelings, wishes and rights of others and ourselves.
- **Integrity** -To be honest and ethical in all that we do.
- **Strive** - To endeavour to achieve the best that we can in all that we do.
- **Equity** - To act in a manner that enables fairness to all.

Statement of Purpose

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.**

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

Bullying behavior 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.

Dubbo College Senior Campus has a range of policies and practices, including Student Wellbeing and Discipline and Behavior policies that apply to student behavior and meet the below NSW DEC Policy and Procedures.

- [Preventing and Responding to Student Bullying \(PD/2010/0415/V01\)](#)
- [Student Discipline in Government School Policy \(PD/2006/0316/V03\)](#)
- [Protecting and Supporting Children and Young People Policy \(PD/2002/0067/V02\)](#)
- [NSW DEC Wellbeing in Schools Framework](#)

Protection

At Dubbo College Senior Campus, we maintain positive young adult learning environment where the school culture fosters student connection with both the school and the wider community. This will support the development of protective factors that include positive relationships, knowledge and skills.

Strategies include:

- Developing a shared understanding of bullying behaviour that captures all forms of bullying.
- Developing a policy that outlines individual and shared responsibilities of students, parents, caregivers and teachers for preventing and responding to bullying behavior.
- Maintaining a positive climate of respectful relationships where bullying is less likely to occur.

Prevention

At Dubbo College Senior Campus, we will build on the protective factors and refer to strategies specifically designed to prevent bullying behaviour such as:

- Providing a Young Adult Learning Environment (YALE) where the school values of R.I.S.E are incorporated into curriculum and school culture.
- Developing and implementing programs for bullying prevention.
- Dedicated student support team and student services hub.
- Embedding anti-bullying messages into each curriculum area for both year 11 and 12.

Early Intervention

At Dubbo College Senior Campus, we provide support before an issue emerges or escalates. We aim to achieve this by:

- Developing and implementing early intervention support for students who are identified by the school as being at risk of developing long-term difficulties with social relationships.
- Developing and implementing early intervention support for those students who are identified at or after enrolment as having experienced bullying or engaged in bullying behaviour.

When bullying is reported to the school, the school executive and Learning and Wellbeing Team will decide on the appropriate combination of interventions for the individual circumstances of bullying behaviour.

We will ask the affected students about how they wish the situation to be managed. However, the school will manage the situation and ensure that it is resolved with consideration of the following:

- Interventions need to be matched to the particular incident of bullying.
- No method of addressing bullying has been reported as 100% effective.
- More than one intervention may need to be implemented.
- No one intervention is appropriate in all circumstances of bullying.
- Not all hurtful behaviours are bullying, but we will address inappropriate behaviour whether or not it meets the definition of bullying.
- Bullying that appears to involve criminal behaviour such as violence, threats, intimidation, inciting violence, hacking will be reported to the police and to the **School Safety and Response Unit hotline on 1300 363 778.**

Response

Responding to bullying behavior at DCSC is a **shared responsibility for all members of the school community.**

Reported incidents of bullying are managed according to the school's Anti-bullying Plan. Complaints about the way a reported incident of bullying has been managed are dealt with according to the Complaints Handling Policy.

In response to a Student BHVD notification either verbally, in writing or via SENTRAL the school will act quickly and effectively through the following procedures:

Students:

If a person feels that they are being bullied they should:

- Tell the person that they are being a bully and to stop the behaviour.
- Report the incident to a staff member and complete the Bullying Student Statement / Notification Form located at the staff house (G Block) or the Learning Centre.

Bystanders:

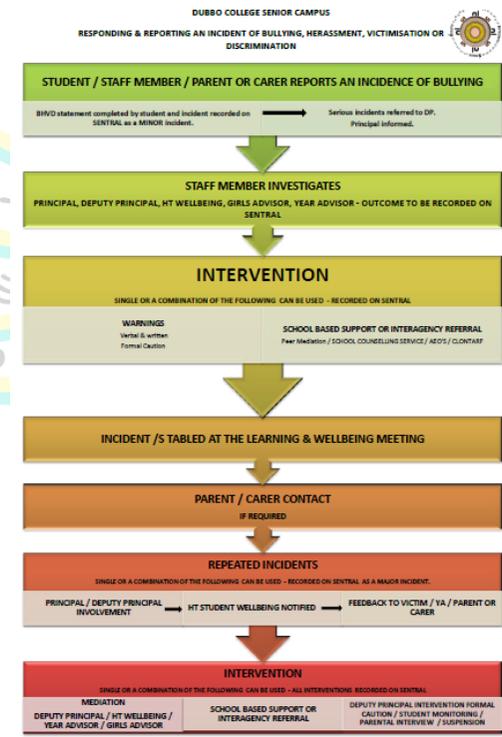
If a person has witnessed bullying behavior's they should:

- Support the person being bullied and encourage the person to report the incident to a staff member and complete the Bullying Student Statement / Notification Form.
- Any bystanders involved with bullying or using a mobile device to record the incident will be dealt with through the Student Discipline Policy.

Staff:

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

- Listen and provide support to the student acknowledging the nature and seriousness of bullying behavior.
- Find out the background and offer appropriate support for the student/s.
- Recommend to the student the incident of bullying behaviour be reported on the Student Bullying Statement / Notification form.
- Follow the *Dubbo College Senior Campus Responding and Reporting an Incident of Bullying, Harassment Victimization or Discrimination Procedures.*



Deputy Principal / Head Teacher Wellbeing:

If an incident is reported we will:

- Provide support to the student(s).
- Student completes Bullying Student Statement Form.
- Staff member to record the incident on SENTRAL.
- Investigate the incident/s
- Put in place anti-bullying procedures as appropriate (eg, mediation, restoration, protective strategies, and disciplinary procedures) and or Refer student to appropriate student wellbeing staff eg. Year Advisors, School Counsellor.
- Consider the privacy and confidentiality rights of the student that aligns with the [Protecting and Supporting Children and Young People Policy \(PD/2002/0067/V02\)](#).
- Record interventions and attach Bullying Student Statement form on SENTRAL.
- Bullying that appears to involve criminal behaviour such as violence, threats, intimidation, inciting violence, hacking will be reported to the police and to the *School Safety and Response Unit hotline on 1300 363 778*.

Parents/Caregivers and Community:

- Be aware of the school Anti-bullying Plan and work collaboratively with the school to resolve incidents of bullying.
- 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.

Monitoring and Evaluation:

This plan will be presented:

- In the Student Handbook.
- In the Staff Handbook.
- On the Dubbo College Website.
- Through ongoing teacher professional learning.
- At school assemblies.
- In enrollment packages.

Every three years we will review, publish and promote this plan and:

- Forward a copy to the SED.
- Make available to students' parents/caregivers through school website.

The principal will report annually to the school community of the effectiveness of the plan.

Additional Information

NSW Department of Education Information for Parents / Carers :

- Online Bullying Information for Parents and Carers:

<https://detwww.det.nsw.edu.au/media/downloads/intranet/lists/directoratesaz/stuwelfare/studiscipline/social-inclusion/onlinebullyingparentaladvice.pdf>

- Anti-Bullying: How to encourage your child to be an effective bystander. Information for Parents.

<https://detwww.det.nsw.edu.au/media/downloads/intranet/lists/directoratesaz/stuwelfare/studiscipline/social-inclusion/bystanderbhvr.pdf>

Contact information for appropriate support services:

- Kids Help Line 1800 55 1800

This plan was developed in conjunction with the following documents:

- *Bullying: Preventing and Responding to Student Bullying in Schools Policy*
PD/2010/0415/V01
https://detwww.det.nsw.edu.au/policies/student_serv/discipline/bullying/PD20100415_i.shtml
- *Bullying Interventions: Information for School Executive, Learning Support Teams and Student Welfare Teams.*
https://detwww.det.nsw.edu.au/policies/student_serv/discipline/bullying/interventions.pdf
- *Wagga Wagga Operational Directorate Learning & Wellbeing Handbook: Guidelines for Schools 2016 – 2017.*
- *NSW DEC Complaints Handling Policy* PD/2002/0051/V04
https://detwww.det.nsw.edu.au/policies/general_man/complaints/resp_sugg/PD20020051_i.shtml

Principal's comment

This plan was devised in consultation with:

- Deputy Principals: Ms Marisha Blanco & Mr Nigel White
- Head Teacher Wellbeing: Miss Alana Keelan
- Head Teacher Equity: Mr Mark Dann
- Year Advisors: Mrs Gaylene Lemon, Mr Damien Wood & Mr Robb Lockett
- Aboriginal Education Officers: Mrs Susan Sharp & Mrs Donna Williams
- School Counsellor: Mr Darren Pittock
- Clontarf Academy: Mr Ted Bates
- DCSC Student Representative Council: endorsed 17/11/16

School contact information

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