



Education &
Communities



DUBBO
COLLEGE

DELROY CAMPUS

Anti-bullying Plan

Dubbo College Delroy Campus

Term 2 2017





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.

In consultation with the school community, Dubbo College Delroy Campus (DCDC) has developed an Anti-bullying plan which includes protection, prevention, early intervention and response strategies for student bullying.

This Anti-Bullying Plan will be reviewed with the whole school community **every three years.**

Release Date: 1st June 2017 Review Date: 1st June 2020

Dubbo College Delroy Campus (Years 7-10) is part of a three campus collegiate focusing on excellent student outcomes in an environment of inclusion, tolerance for difference and pursuit of equity. The campuses of Dubbo College have established a reputation for providing many opportunities for all. Delroy Campus has an enrolment of 502 students and 53 % of these are ATSI students.

Statement of purpose

Dubbo College Delroy Campus seeks to promote and maintain an environment of safety, mutual respect and equity for the school community as a whole. In order for this to occur, Dubbo College Delroy Campus applies a zero tolerance approach to Bullying and Harassment.

Bullying and harassment are contrary to the ethos and culture of the college. Dubbo College Delroy Campus follows all Department and Education and Communities guidelines and 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.

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.

Dubbo College Delroy Campus has a range of practices and procedures, including Student Wellbeing, Discipline and behaviour which apply to student expectations and meets NSW DEC Policy and Procedures as listed below;

[Preventing and responding to Student Bullying](#)

[Student Discipline in Government Policy](#)

[Protecting and supporting children and young people policy](#)

[NSW DEC Wellbeing in Schools framework](#)

Protection

All members of the school community contribute to preventing bullying by modeling and promoting appropriate behaviour and respectful relationships.

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.

Conflicts or fights between equals or single incidents are not defined as bullying.

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.

Dubbo College Delroy Campus has developed protective factors by implementing the following strategies;

- Developing a shared understanding of bullying behaviour that captures all forms of bullying. This includes online bullying, through staff training and professional learning in recognising and dealing with bullying and harassment.
- Developing the school's Anti Bullying Plan that reflects the *Bullying: Preventing and Responding to Student Bullying in School policy* of the New South Wales Department of Education and Communities.

- Maintaining a positive climate of respectful relationships where bullying is less likely to occur. This is implemented through the school's Positive Behaviour for Learning framework. The consistent implementation of Positive Behaviour for Learning (PBL) supports a positive teaching and learning environment resulting in positive, respectful relationships among staff and students promoting student wellbeing and ensuring good conditions for student learning. Furthermore, culturally inclusive classroom and school practices are embedded in the school, based on explicit teaching in PBL lessons about respect, tolerance and cultural diversity.

Prevention

Dubbo College Delroy Campus continually builds on the protective factors through the implementation of specific strategies designed to prevent bullying behaviour.

- Ensuring incidents of bullying and harassment are handled seriously and appropriately by all members of staff.
- Ensuring that counseling and support services are available for all parties involved.
- Partnerships with outside agencies for example the Police Liaison Officer, are always maintained.
- Annual National Day of Action against Bullying and Violence awareness events.
- Embedding Anti Bullying messages into the curriculum across all year levels.
- Dedicated Learning and Support team and additional school based support. For example Clontarf, Aboriginal Education Officers, School Counsellor, Student Support Officer, Girls Academy, Year Advisers, Aboriginal Girls Circle and Aboriginal Boys Circle.

Early Intervention

Dubbo College Delroy Campus provides support before an issue emerges or escalates. We aim to achieve this by;

- Providing appropriate professional teaching and learning programs throughout the curriculum.
- Modeling and promoting positive relationships.
- Staff and students working collaboratively to resolve incidents.
- Encouraging positive behaviour.
- Implementing student programs to encourage awareness.
- The Transition teams working closely with the local primary schools to ensure accurate exchange of information from primary school to high school.
- Students regularly reminded of local support services and outside agencies that can assist students.

When bullying is reported, the school executive and learning and wellbeing team will decide on the appropriate combination of interventions for the individual circumstances of bullying behaviour.

The school will manage the situation in consultation with the affected students and ensure that it is resolved with consideration of the following;

- Interventions need to be carefully matched to the particular incident of bullying or cyberbullying. Commonly more than one intervention will need to be implemented.
- No one intervention is appropriate in all circumstances of bullying.
- Not all hurtful behaviours are bullying, however all inappropriate behaviour will be addressed whether or not it meets the definition of bullying.

- Bullying or cyberbullying that appears to involve criminal behaviour such as violence, threats, intimidation, inciting violence and hacking will be reported to the police and to the School Safety and Response Unit hotline on 1300 363 778.
- providing regular updates, within the bounds of privacy legislation, to parents or caregivers about the management of the incidents

Response

All members of Dubbo College Delroy Campus school community have a shared responsibility in responding to bullying behaviour.

An incident of reported bullying will be managed according to the school's Anti Bullying Plan.

Complaints regarding the handling of a bullying incident are dealt with according to the Complaints Handling Policy.

In response to a bullying report the school will act quickly and effectively through the following procedures;

Students

If a person feels that they have been bullied they should;

- Tell the person who is bullying them to stop the behaviour.
- Report the incident to a member of staff and if necessary write a student statement.
- Support will be offered to any student who has been affected by, engaged in or witnessed bullying behaviour.

Bystanders

If a person has witnessed ongoing inappropriate behaviour towards another student they should:

- Support the person being bullied and encourage the person to report the incident to a staff member.
- Bystanders who are involved with bullying or using an electronic device to record the incident will be dealt with through the NSW DEC Student Discipline Policy.

Staff

If a student makes a report or a staff member witnesses a bullying incident they should:

- Listen carefully and provide support to the student by acknowledging the nature and seriousness of the bullying behaviour.
- If necessary, encourage the student to complete a student statement form.
- The staff member will record the details relating to the incident under minor incident, harassment in Sentral and will attach the student's statement to the incident.
- Follow the Dubbo College Delroy Campus *Responding and Reporting an Incident of Bullying & Harassment Procedure*. (See attachment)

Year Adviser

If there is evidence of repeated behaviour reported on Sentral, the Year Adviser in partnership with the Head Teacher for the Year Group will;

- Provide support and interview all student(s) involved.
- Investigate the incident.
- Notify Parent/carers of the incident.
- Revisit the Delroy expectations with students.
- Record on Sentral the actions taken under Major Incident and notify the relevant Deputy Principal.
- Refer student to appropriate support services.
- Consider the privacy and confidentiality rights of the student that aligns with the Protecting and Supporting Children and Young People Policy.
- Report bullying that appears to involve criminal behaviour such as violence, threats, intimidation, inciting violence and hacking to the police and to the School Safety and Response Unit Hotline on 1300 363 778.

Deputy Principal

If there is continual inappropriate behaviour by an individual despite previous interventions by the Year Adviser/ Head Teacher, the Deputy Principal will be notified and will:

- Provide support and interview all student(s) involved.
- Investigate the incident.
- Notify parent/carers of the incident.
- Follow Disciplinary Procedures and record as Deputy Principal Action Incident on Sentral.
- Consider the privacy and confidentiality rights of the student that aligns with the Protecting and Supporting Children and young People Policy.
- Report bullying that appears to involve criminal behaviour such as violence, threats, intimidation, inciting violence and hacking 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 report any incidents of concern.
- 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 School's Education Director.
- Make the Anti-bullying plan available to students, parents, caregivers through the school website.
- The principal will report annually to the school community on the effectiveness of the plan.

Principal's comment:

At Dubbo College Delroy Campus we want our students and staff to feel happy and safe at school. I expect our students and staff to care deeply about others and be respectful in their communication, show empathy and kindness.

At Dubbo College Delroy Campus we take bullying and harassment seriously. It is unacceptable to willfully cause harm to others. We ask students and staff to do your part in reporting bullying.

I would like to thank our Student Support Officer, Esther Behsman, for leading the development of this Anti Bullying Plan at Delroy Campus, and for the other staff involved the consultation process:

- Mr Leigh Rice and the Student Representative Council
- Kathryn Bermingham, Deputy Principal
- Glen Braithwaithe, Deputy Principal
- Vicki Budden, Head Teacher Wellbeing
- Learning and Support team.

Contact Information for appropriate support services:

Kids Help Line 1800 55 1800

National Centre against Bullying www.ncab.org.au

Bullying No Way website www.bullyingnoway.gov.au

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://education.nsw.gov.au/policy-library/policies/bullying-preventing-and-responding-to-student-bullying-in-schools-policy>

- Bullying, preventing and responding to student bullying in schools, Guideline Document.

<https://education.nsw.gov.au/policy-library/associated-documents/bullying-guidelines.pdf>

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