

Bass High  
School



*Anti Bullying  
Policy 2023*

# Rationale

All forms of bullying, whether it is physical, verbal, social, psychological or cyber bullying are not tolerated at any level at Bass High School. All students have the right to a safe environment where they can learn and express themselves without fear of victimisation. All students have a right to be free from bullying.

Bass High School aims to provide a holistic educational experience meeting the diverse needs of the community in a positive learning environment. We encourage all students to realise their full potential and develop a sense of self-worth by promoting mutual respect, co-operation and tolerance.

## Bass High School's commitment

Our school rejects all forms of bullying behaviours, including online (or cyber) bullying by maintaining a commitment to providing a safe, inclusive and respectful learning community that promotes student wellbeing.

Executive staff are committed to establishing evidence-based approaches and strategies that promote a positive climate where bullying is less likely to occur

## Resources

(<https://antibullying.nsw.gov.au/>) provides evidence-based resources and information for schools, parents and carers, and students. Schools are encouraged to visit the website to support whole-school prevention, early intervention and response approaches and strategies for student bullying behaviour.



# Anti Bullying Plan

Bullying behaviour has three key features. It involves the intentional misuse of power in a relationship. It is ongoing and repeated, and it involves behaviours that can cause harm. The NSW Department of Education requires all NSW public schools to have an Anti-bullying Plan which details the strategies implemented to reduce student bullying behaviours.

## 1. School culture and inclusion

All members of the school community are active participants in building a welcoming school culture that values diversity and fosters positive relationships. A key component of a supportive school culture is building respectful relationships and an ethos that bullying is not accepted, in both online and offline environments. School staff will actively respond to student bullying behaviour.

Our school engages in the following practices to promote a positive school culture.

### 1.1 Student Wellbeing Program

Student bullying and expectations about student behaviour will be discussed and information presented to promote a positive school culture where bullying is not accepted.

Year group	Communication topics taught in Wellbeing lessons
Year 7	Understanding social skills, positive relationships, bullying prevention, responsible use of technology, building resilience and respect
Year 8	Empathy, Bullying (up-stander/bystander), using social media positively, Am I resilient?, What is peer pressure?
Year 9	Social skills (compromise), Bullying student voice, social media (consequences), recognising positive and negative peer pressure, respecting boundaries and recognising my strengths
Year 10	Social skills (understanding someones perspective), Understanding personal space, Social media and Law, Bullying (discrimination), Valuing meaningful friendships
Year 11/12	Police Liaison presentations - Responsible Digital Citizenship and Safety Planning After School, Safe Partying and whole school bullying awareness days: White Ribbon Day, Bullying No Way

## 1.2 Staff communication and professional learning

Staff will be supported with professional learning that provides evidence-based ways to encourage and teach positive social and emotional wellbeing and discourage, prevent, identify, and respond effectively to student bullying behaviour.

Dates	Communication Topics and Professional Learning
Term 4, 2021	Mental Health First Aid Course - Welfare Team (Valid for 3 years)
Term 1, 2023	Mobile Phone Policy - Implement strategies to support student and staff
Term 1, 2023	Ready to Learn launch for students
Term 2, 2023	DoE Disciplinary Policy
Term 3, 2023	Wellbeing Week (R U OK Day) All staff involved, lead by Year advisors and Welfare Team

## 1.3 New and casual staff

New and casual staff will be informed about our school's approaches and strategies to prevent and respond to student bullying behaviour in the following ways.

- New and casual staff will receive a copy of the schools Anti Bullying Policy upon commencement of employment at Bass High School. This document will contain relevant information in relation to management and prevention of student bullying behaviour.
- For Casual teaching staff, copies of these documents are available through the Head Teacher of Administration. All faculty Head Teachers will mentor and guide new staff through the schools practices and strategies to counteract bullying, as per the schools procedures.

## 2. Partnerships with families and community

Effective schools have high levels of parental and community involvement. This involvement is strongly related to improved student learning, attendance and behaviour. Our school proactively builds collaborative relationships with families and communities to create a shared understanding of how to support student learning, safety and wellbeing.

### 2.1 Website

Our school website has information to support families help their children to regulate their emotions and behaviour and develop socially. Information is provided to assist if children have been involved in bullying behaviour (as the person engaging in bullying behaviour, as the person being bullied or as the person witnessing the bullying behaviour).

The following are published on our social media platforms ( School website, School Stream App and Facebook)

- School Anti-bullying Plan
- NSW Anti-bullying website
- Ready to Learn Guidelines

### 2.2 Communication with parents

Our school will provide information to parents promoting a positive school culture where bullying is not acceptable and to increase parent's understanding of how our school addresses all forms of bullying behaviour.

Dates	Communication methods and topics
Term 1, 2023	P&C meeting - Defining student bullying and school supports- Ready to Learn Guidelines, Parent Meet and Greet
Term 1, 2023	School website/ School Stream App and Facebook - Bullying Policy, Ready to Learn launch, Parent/Teacher Interviews
Term 2, 2023	Wellbeing week - R U OK Day, NAIDOC week
Term 4, 2023	Multicultural Day - School community event

### 3. Support for wellbeing and positive behaviours

Our school's practices support student wellbeing and positive behaviour approaches that align with our school community's needs.

Social and emotional skills related to personal safety, resilience, help-seeking and protective behaviours are explicitly taught across the curriculum in Personal Development, Health and Physical Education (PDHPE).

Examples of other ways our school will embed student wellbeing and positive behaviour approaches and strategies in practices include the following.

- Bass High School has a comprehensive Wellbeing Program in place where lessons about student wellbeing are explicitly taught to all students in Years 7-10. The topics in this program focus on encouraging positive student relations as well as responsible and respectful behaviours.
- In addition, Bass High School has a Targeted Learning Program to offer targeted intervention to students who require mentoring through their learning and social wellbeing.
- As a Ready to Learn School, Bass High has embedded positive behaviour in the school cultural and consistent reinforces this through positive reward systems, including the Vivo points system and behaviour management strategies.
- Student support officer (SSO) employed at Bass High School to enhance the wellbeing and learning outcomes of students. Experienced working with young people to improve their wellbeing and mental health. Works closely with the school counselling service and the school's wellbeing team.

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# *Anti Bullying Policy*

At Bass High School all staff and students have the right to feel safe and respected. Any person who bullies another is denying them that right. The school will not tolerate any action that undermines a person's right to a safe learning environment free from violence, harassment and bullying.

Bass High School is committed to promoting wellbeing in a culture where students can connect, succeed and thrive. The school has a range of policies and practices for preventing and responding to student bullying.

## What we do at Bass High School

As a school community we will not allow cases of bullying to go unreported. The following requirements are supported to ensure the safety and wellbeing for all students at Bass High School.

### Staff are required to:

- Be role models in demonstrating care, compassion and positive relationships
- Be observant of early signs of distress or suspected incidents of bullying and apply protective and preventive measures in the classroom and the playground
- Support students by applying early intervention strategies in the classroom or in the playground in a timely manner
- Apply Ready to Learn Guidelines to support student learning and wellbeing
- Where necessary report suspected incidents to the Year Advisor, Wellbeing Advisor, Head Teacher Welfare or Senior Executive in a timely manner and document on school database (Sentral)

## Students are required to:

- Report any incidents of bullying to Year Advisor or trusted staff member in timely manner
- Take preventative action if possible ( this applies to online incidents where can remove, delete or block)
- Students understand to respect their role and responsibilities in the school community

## Parents are required to:

- Watch for signs of distress in their child or change of character. E.g. unwillingness to attend school, trouble sleeping and disengagement in learning
- If bullying is suspected advise your child to tell a staff member, otherwise inform the school directly
- Discourage retaliation
- Be willing to attend interviews and intervention strategies

## Consequences for bullying

- Discussion with the student/s involved, written statements using school proforma and investigate the incident
- A phone call home may be made to inform parent/carer of the incident
- Mediation with the victim/bully (as appropriate) and consideration of the consequences of their actions for the victim. Come to an agreement to prevent the bullying from continuing
- Program interventions and referrals made accordingly/ if serious incident referral made to Deputy Principal
- Record the incident on Sentral (school database) - Monitor patterns of bullying behaviour and identify any student concerns
- Serious incident of bullying will lead to further disciplinary action and referred to Senior Executive, which may result in a pre-suspension or suspension according to DoE Disciplinary Policy



# Procedures for Students

## ***What to do if you're being bullied?***

Inform your Year Advisor/teacher or a staff member at school that you trust



Inform your family



Take a friend with you if you are worried to tell someone by yourself



Don't blame yourself for what has happened  
Always know that there is help and support available

# Anti Bullying Flow Chart

