Cabramatta High School

Anti-bullying
Programs and Strategies
2018

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Philosophy

At Cabramatta High School, we use evidence-based strategies to deal with bullying. Research points to bottom-up models as the most effective way of dealing with bullying. This means that students are given the responsibility for identifying, reporting and dealing with incidents of bullying. Such a strategy has the greatest chance of influencing the culture of the school. Here at Cabramatta, we have a whole school approach to inclusivity and acceptance of difference and our Anti-Bullying policy and philosophy seek to maintain this culture.

[programmed, proactive programs that are staged for cognitive development, Peer Support and mediation programs enable students to deal with bullying. There are also many other leadership programs that enable students to learn how to facilitate change and promote positive behaviour. Year Advisors run their own groups in their cohort that enable students to develop leadership skills.

Principal's Comment

"At Cabramatta High School we encourage all students and staff to relate positively to others. We focus on treating others with respect and in building a peaceful school. There is no place for bullying in a peaceful school environment."

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.

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

Source: DEC Preventing and Responding to Student Bullying in Schools Policy document

Awareness Raising

Awareness raising is an ongoing process at Cabramatta High School whereby we aim to ensure all stake holders know what bullying is and the procedure to deal with it. The three main groups are parents, staff and students**.**

Parents: Awareness is raised by the following:
- Parent Council meetings
- Parent Teacher Night resources are provided to parents
- Cabramatta's articles (term school newsletter)
- Year 7 Orientation Day

Staff: Awareness is raised by the following:

- Surveys
- Staff meetings
- Executive meetings
- Staff Bulletins (WSB)
- Mind Matters /National education Initiative program for teachers
- Teacher Professional Development Days
- WSB

Students: Awareness is raised by the following:

- Posters supplied by various outside welfare organisations and the DEC
- Peer Mediation
- Peer Support
- Assembly announcements
- Daily notices
- Year Meetings 7-12
- Leadership Teams in year groups
- Police links
- Girls Group
- Theatre presentations by outside agencies
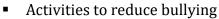- Kalori messages

Peer Support

- A program that helps Year 7 adjust to high school run by Year 10 Peer Support leaders over two terms
- Bullying is specifically covered in small groups and larger workshop
- Peer support has a focus on cyber bullying and cyber safety

National Education Initiative

- A program that teaches staff the importance of mental health and resilience.
- Staff from all faculties have access to training.
- Executive members have completed an introduction to the initiative in November, 2018
- Staff Development Days and a Professional Development series are being planned.

Other Staff Programs

- Teacher wellbeing
- Positive merit system
- Bullying
- Online Bullying
- Anxiety and depression (behaviours and how to help)
- Self-harm awareness and support
- Help for the wounded (trauma support)
- The Accidental Counsellor
- Maslow and Bloom
- Healthy Sleep Habits
- Mindfulness and restorative practices
- Student connection
- Advocacy for mental health
- International Day against homophobia, transphobia and biophobia
- Building mentally fit schools
- National Suicide Prevention
- Supporting young people after a suicide attempt.
- Building resilience for young people
- Iceberg – looking below surface behaviours

- Activities to reduce bullying
- Support for LGBTI students
- Educational speech pathology and therapy services expo
- Improving self esteem
- Resilience for students
- Mental health support apps
- Eating disorders

Other programs

- Harmony Day
- Risk Taking Behaviour / Males
- Mentoring – seniors / yr 7/8 individuals
- Pacific Islander Program
- White Ribbon Day
- Girls group
- Peace Day

- Muslim Prayer group
- Cyber Bullying Workshops
- Police Links Yr 7
- Healthy Relationships

These programs are designed to promote inclusivity and information-sharing thereby developing positive behaviour and protective factors.

Cyber Bullying

Cyber bullying and cyber safety are focal points in Year7 and 8 and are addressed:

- during year meetings
- by a **Police Links**
- Programs to educate Years 7 - 10 on cyber safety. Students complete lesson activities on selected areas within cyber safety. This was embedded across the curriculum.
- Students are told in year meetings how to report inappropriate content and bullying.

Cyber Safety Advice

- Cabramatta High has developed a pamphlet in community languages to inform parents about safety on the internet
- The pamphlet is available to parents by contacting the HT Welfare and is also available on Orientation Day and Parent Teacher Nights

Procedures for parents, community, teachers and students

Procedures for students

Empowering students to deal with bullying means that the students are given the option about how it is dealt with. This is to ensure that students regain a sense of personal responsibility. Students are offered the following options:

- Peer Mediation
- Speak to Peer Support Leaders
- Speak to teacher and other welfare support providers within the school eg school counsellor, school nurse.
- Teacher speak to other students involved in the issue
- Referral to Stage Deputy Principal
- File report on Sentral (student welfare reporting system at Cabramatta high)
- Teachers are made aware of issues and respect confidentiality
- Student or friends can report incident

Response is on a case by case basis with serious cases including violence being dealt with by the Deputy. Student are offered options about how to address the bullying or conflict and understand the consequences of the different options.

Student Responsibilities

- 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.

School Staff Responsibilities

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.

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.

Parents / Community

- Report any concerns to the Year Advisor, Welfare HT or the relevant Deputy by calling the school on 97262424
- Community consultation on Anti-bullying Plan
- Translation of cyber safety material into the various community languages.
- Website: email concerns to school

Parents and caregivers have a responsibility to:

- support their children to become responsible citizens and to develop responsible on-line 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.
- support their children to report instances of bullying behaviour rather than report for them.
- work collaboratively with the school to resolve incidents of bullying when they occur.
- Parents/caregivers need to model assertive behaviour.
- Avoid bullying behaviour as a response to bullying of their child.

Year Advisors

- Each year has a register and a scope and sequence document with goals / themes for each term eg cyber safety.

- Year 7, 8, 9peer leadership opportunities and responsibilities, small group consultations which include Club 12, Year 11 Leadership Team, Regular Year meetings, individual consultations, year camps and excursion camps.

- Preventing and responding to bullying is a whole school issue. This means that everyone needs to play a part in dealing with incidents as well as promoting a culture of inclusivity, respect and acceptance of difference.

- All faculties ensure that curriculum where possible teaches empathy, respect and acceptance of difference. Evaluation of curriculum content is done by a survey of all faculty Head Teachers to ensure that Anti-Bullying and Mind Matters content is embedded in programs.

- Teachers deal with incidents of bullying or conflict or refer it to Year Advisors, HT Welfare or relevant Deputies.

- Contribution to the Annual School Report stating the effectiveness of the various Anti-Bullying programs.

- Be part of a review panel for Anti-Bullying Plan Review every three years.

Year	Year Advisor	Deputy
Year 7	**Ms Wendy Lam** **Ms Meetu Chharbara**	**Mr Avery**
Year 8	**CJ Rapinette** **Meagan King**	**Mr Avery**
Year 9	**Karen Pereya** **Li Han Cai**	**Ms Pacho**
Year 10	**Lesley van Groesen** **Melissa Thich**	**Ms Pacho**
Year 11	**Kim Catton** **Jason Liu**	**Mr Erskine**
Year 12	**Carol Paras** **Connie Pettas**	**Mr Erskine**
Peer Support	**Kim Catton** **Lesley van Groesen**	
Head Teacher Welfare (Relieving)	**Ms Piesse**	**Mr Avery**
School Counsellors	Sophie Tomarchio Najwa	
Police Youth Liaison Officer Cabramatta Local area command	Noel Ratner- Constable Lyndall Olsen –Senior Constable	
Kids Helpline **Beyond blue**	Telephone: 1800551800 http://www.beyondblue.org.au Telephone: 1300 22 4636	

Anti- Bullying Statement

- The Anti-Bullying statement is a pamphlet developed by a student committee which includes an explanation of bullying behaviour, and student options for dealing with bullying incidents

- It has been translated into community languages

Sexual Diversity and Gender Awareness

At Cabramatta High we pride ourselves on being a safe and effective school that caters for the diverse needs of our community. Everyone has a role in creating a safe school environment for all students.

Same-sex attracted young people are entitled to the same safe school environment as all other groups within the school. Homophobia in any particular school has a negative impact throughout the school community.

The word 'gay' and equivalents, when used as a term of derision and harassment, is understood by the total school community at Cabramatta High as offensive, hurtful and unacceptable. Same-sex attracted young people can and should have the same hopes, joys and security as all others. At Cabramatta High, staff, welfare team and executive are proactive in ensuring that our schools are free of homophobia and are safe, affirming environments for all students. We recognise gender diversity by displaying information and phone numbers on school noticeboards, through year meetings, PDHPE lessons and school liaison with relevant support agencies such as Liverpool Hospital and Twenty 10.

Cabramatta High School catering for sexual diversity

Homophobia and discrimination can have profound negative effects on gay, lesbian, bisexual and transgender people (GLBT), and especially on GLBT young people. An environment of overwhelmingly negative messages about being gay or lesbian during school years can be very difficult and as a result, GLBT young people are more likely to start using drugs, self-harm or attempt suicide.

At Cabramatta High School the following have been done to cater for students of diverse sexuality:

- Responding to discrimination and harassment based on sexual diversity as effectively as you would acts of racism or sexism
- Clearly distinguish between sexual orientation, sexual identity and sexual behaviour in any policy or curriculum materials to help ensure that sexual diversity is acknowledged
- Delivery of developmentally appropriate content about sexual diversity
- Provision of sexual diversity in representation
- Ensure that students have access to accurate and developmentally appropriate books and other resources on sexuality and gender diversity issues.

- Check existing resources for validity and bias; for example, gay, lesbian or bisexual
- People may be either invisible or depicted as unhealthy or deviant
- Within the classroom in teaching and learning activities:
    - de-gender language
    - use a range of scenarios not just heterosexual characters
    - avoid using stereotypical scenarios/roles
    - do not tolerate discriminatory language such as commonly used phrases such as 'you're so gay', or 'that's so gay' imply that being gay or lesbian is negative
    - develop a suitable vocabulary to express sexual feelings
    - challenge stereotypical attitudes and assumptions.

Annual Report

Bullying: Preventing and Responding to Student Bullying in Schools Policy - schools are required to report annually to their school community on the effectiveness of their anti-bullying plan.

Reporting and evaluation of anti bullying policy strategies

- The annual school Report includes information about the effectiveness of CHS anti-Bullying Plan
- DEC has a comprehensive yearly questionnaire related to the anti-Bullying Policy.
- This plan will be revised in Dec 2021