

BULLYING OF STUDENTS - PREVENTION AND RESPONSE POLICY

This policy sets out the Department of Education and Kurri Kurri High School position on student bullying and the requirements for preventing and responding to student bullying, including online bullying, in NSW public schools and preschools.

Kurri Kurri High School works in partnership with the community to provide quality learning environments which are safe, inclusive, and respectful learning communities that promote student wellbeing.

The Department's Behaviour Code for Students requires students to be inclusive and respect other students, their teachers, school staff, and community members, and to not bully, harass, intimidate, or discriminate against anyone in our schools. At KKHS we encourage positive student behaviour, recognise and reinforce student achievement and wellbeing, and manage disruptive student behaviour through our strong wellbeing focus.

What is bullying?

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.

Bullying behaviour can also involve intimidation, victimisation and harassment, including that based on sex, race, religion, disability or sexual orientation, both online and offline.

Bullying can be illegal if it involves behaviours that include physical violence, threats of violence, damaging property or stalking.

Any matters that involve bullying over **social media** should be taken to the police so they can deal with the matter as schools are not able to control the use of mobile phones or incidents that occur online. The department's website has information on [cyberbullying](#) and [cybersafe families](#), as well as [what to do if your child is experiencing cyberbullying](#). There are general resources on [bullying](#) as well.

What do I do if my child is experiencing bullying behaviours at KKHS?

Preventing and responding to bullying is the shared responsibility of all school staff, volunteers, students, parents and carers.

Reports of student bullying can be made to any staff member at the school. Teachers at the school will address the reported bullying in a timely manner. At KKHS if a student is experiencing bullying behaviours they need to:

- Speak to the classroom teacher to let them know that they are experiencing ongoing bullying behaviours. Students can speak to the teacher after class or during break times so that the classroom teacher can try to resolve the issue in a timely manner. They can fill out an incident form which outlines the ongoing and repeated nature of the bullying. Making the teacher aware of the issue often allows for early intervention and prevention of the bullying from continuing.
- Inform the teacher on playground duty if the issues are occurring during break time. Teachers on duty will be wearing high visibility vests and are on duty at every lunch break in various locations across the school.

- Inform their Year Advisor who can organise a mediation or an intervention if it is happening in peer groups rather than in the classroom. Each year group has a Year Advisor who students can speak to at break times or before or after school if they need assistance. Year Advisors also run programs throughout the year that address issues on identifying and dealing with bullying behaviours in order to promote a school culture where bullying is not acceptable
- Talk to a member of the Wellbeing Team who can also intervene. This may be the HT Engagement or the Student Support Officer.
- Make an appointment to talk to the School Counsellor if the student feels that they would like some additional support in developing strategies to navigate this situation.

If a student, parent or carer believes a matter is not being dealt with effectively, they can refer the matter to the Deputy Principal of the year group for further action. However, parents are advised to follow the steps outlined above as a first step in dealing with the issue.

If the student, parent or carer still has concerns, and would like advice, they can contact the Learning and Wellbeing Advisor at Maitland District Office. If the matter is then still not resolved they can contact the Director, Educational Leadership, at the local departmental office, who must follow the Complaints Handling Policy.

What happens if the behaviour is not ongoing and/ or repeated?

Often incidents do not meet the threshold of bullying because it maybe a one off incident or both students who are involved may play a part in the escalation of the incident. When this occurs it is classified as an issue of **conflict**.

If this occurs, students are also encouraged to speak to staff to be able to resolve the conflict in a timely and respectful manner.