WENTWORTH POINT HIGH SCHOOL

Anti-Bullying Procedures

At Wentworth Point High School, we are committed to creating a safe, inclusive, and respectful environment for all students. Guided by the NSW Department of Education's Anti-Bullying Policy, our Anti-Bullying procedure aims to prevent, address, and respond to bullying effectively. We prioritise early intervention, clear communication, and restorative practices to support students in understanding the impact of their actions while promoting positive relationships. Our approach includes education on respectful behavior, accessible reporting mechanisms, and a commitment to working collaboratively with students, families, and staff to ensure every student feels valued and secure. Together, we strive to maintain a culture of kindness, courage, and connectedness.

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Definition of Bullying

Bullying is:

An *ongoing* and *deliberate misuse of power* in relationships through...

Repeated verbal, physical and/or social behaviour that intends to...

Cause physical, social and/or psychological *harm*.

The 3 key features of bullying:

- It involves a misuseof power in a relationship
- It is intentional, ongoing and repeated
- It involves behaviour that can cause harm

Bullying also:

- Can involve an individual or a group
- Can happen in person or online
- Can be obvious (overt) or hidden (covert)

Bullying of any form or for any reason can have immediate, medium and long-term effects on those involved, including bystanders. Single incidents and conflict or fights between equals, whether in person or online, are not defined as bullying.

Forms of Bullying

There are four main types of bullying behaviour:

Physical bullying	Examples include: hitting, pushing, shoving or intimidating or otherwise physically hurting another person, damaging or stealing their belongings. It includes threats of violence
E-bullying/ Cyber-bullying	Any form of bullying behaviour that occurs online or via a mobile device. It can be verbal or written, and can include threats of violence as well as images, videos and/or audio.
Social bullying	Sometimes called relational or emotional bullying – examples include: deliberately excluding someone, spreading rumours, and sharing information that will have a harmful effect on the other person and/or damaging a person's social reputation or social acceptance
Written	Examples include: name-calling or insulting someone about an attribute, quality or personal characteristic

Overt or covert bullying

Bullying can be easy to see and detect (overt) or hidden, subtle and hard to detect (covert). This means that schools need to be alert to possible subtle signs of bullying and check in regularly with students.

Overt Bullying

Involves physical actions such as punching or kicking or observable verbal actions such as name-calling and insulting.

Covert Bullying

Can be very difficult for someone outside of the interaction to identify. It can include hand gestures and threatening looks, whispering, excluding or turning your back on a person, and restricting where a person can sit and who they can talk with. Social bullying (spreading rumours, manipulation of relationships, excluding, isolating) is often covert bullying.

Bullying is *not*:

Mutual conflict that involves a disagreement, but not an imbalance of power. Unresolved mutual conflict can develop into bullying if one of the parties targets the other repeatedly in retaliation

Single-episode acts of nastiness or physical aggression, or aggression directed towards many different people, is not bullying

Social rejection or dislike is not bullying unless it involves deliberate and repeated attempts to cause distress, exclude or create dislike by others retaliation

Effects of Bullying

Both those who are bullied and those who bully are negatively affected by bullying behaviours. Continual bullying can have serious short-term and sometimes long-term effects on the wellbeing of those involved.

For those who are bullied, the effects may include:

- Loneliness & isolation
- Reluctance to attend school
- Constant fear, anxiety attacks & nightmares
- School work suffering
- Stress, depression & unhappiness
- Poor concentration
- Self-harm, suicide
- Anti-social behaviour
- Difficulties forming relationships

For those who bully, the effects may include:

Short-term effects

Those who bully others are sometimes viewed positively by their peers, however, it is more likely that people will fear them and those who have been hurt by them may have very strong negative feelings towards them. Potentially, as secondary school progresses those who bully end up having no real friends.

Those who bully may have trouble maintaining close friendships and get a reputation for their bullying behaviour

May not do well in school, inability to interact with teachers

Potentially negative feelings about themselves for doing the wrong thing/guilt over their actions

Long-term effects

- A high proportion being less successful in school
- Higher risk of not completing post-secondary education
- Possibility of performing below their potential throughout their careers
- Risk of not forming healthy relationships

For those that witness bullying behaviour:

- May be reluctant to attend school
- May feel fearful or powerless to act to stop the bullying
- May feel guilty for not acting to stop the bullying

Impact on staff and the school:

- Risk of developing an environment of fear and disrespect
- Students may experience difficulty in effective learning
- Potential feelings of insecurity
- Staff and school may be perceived as having little control and not caring about students

Purpose of the Guidelines

Students, staff and parents can expect:

- that all members of the WPHS community will be safe at school
- to know what is required of them and others in relation to the Anti-Bullying Guidelines
- that everyone involved will be provided with appropriate assistance should bullying occur

Students, staff and parents have a responsibility to:

- promote positive relationships that respect and accept individual differences
- support the school's Anti-Bullying Guidelines
- actively work together to resolve incidents of bullying behaviour

Specific Responsibilities

Students are expected to:

- behave appropriately with respect and acceptance of others
- respond to incidents of bullying according to the Anti-Bullying Guidelines

Students can expect to:

- know that staff will respond to their concerns
- be provided with appropriate support
- be involved with learning experiences that address issues such as building positive relationships, personal safety, harassment and discrimination

Parents are expected to:

- assist their children in understanding bullying behaviour and its consequences
- support their children in developing positive responses to incidents of bullying consistent with the Anti-Bullying Guidelines

Teachers have a responsibility to:

- listen and be open to talking to students who seek help with any problems that may arise through bullying
- respond in an appropriate and timely manner to incidents of bullying in accordance with the Anti-Bullying Guidelines

WPHS has a responsibility to:

- provide learning experiences which promote a safe, positive and supportive environment
- ensure the Anti-Bullying Guidelines clearly identifies the behaviours that are unacceptable, strategies that may be used for dealing with bullying and consequences of inappropriate behaviour
- inform students, parents and staff about school expectations of behaviour as outlined in the Behaviour Support and Management Plan and about the Anti-Bullying Guidelines
- respond to reports of bullying, harassment, intimidation and victimisation
- provide students with positive strategies for responding to incidents of bullying including the responsibilities of targets, perpetrators and bystanders
- ensure all teachers receive on-going training as specified in the Anti-Bullying Guidelines

Reporting Bullying Flowchart (For Students)

If you're being bullied, or know someone who is:

FIRSTLY, KNOW THAT...

being bullied is not your fault.

People who bully others do it for lots of complex, personal reasons. Bullying is a behaviour, and people who bully tend to repeat that behaviour, targeting different people throughout their lives.

It's true that people who bully will target specific people. They tend to target people they think they can 'get away with' bullying. For example, people they think won't report it/ask for help. If you're being targeted by bullying, you want to use the right response/strategy to show that you're not worth targeting – that they can't get away with it, and they won't come off looking good when they act *that way*.

THEN...

let a teacher know

You can approach your Year Advisers or any one of your other teachers.
If you don't feel confident talking to a teacher by yourself, you can go with a friend.
If you're still not confident telling a teacher, talk to your parents and ask them to email or call the school and ask to speak to one of your Year Advisers.

CONFIDENTIALITY WILL BE MAINTAINED WHEN BULLYING IS REPORTED

HOW THEY WILL RESPOND

They will ask you to explain what is happening

They will ask how and where the bullying happens, including: what words have been said or written, has anyone been physically hurt and how, who is usually around when the bullying occurs, and ask who else you have they told about this. If it is happening online, they will ask if there is any evidence (eg screenshots or audio messages) of what has happened.

They will record what you say or ask you to write a statement

THEN THEY WILL...

ask what you would like to happen next

Teachers will ask what you want them to do and whether they want you to do anything at this stage.

You may be OK with getting some tips on how to deal with the bullying, or, you may want their assistance to deal with the bullying.

If you would like the teacher to respond to the bullying, they will investigate the situation and report it to the Deputy Principal.

THE SCHOOL WILL THEN.. implement a response

Once the situation has been investigated, the school will respond in a way that reflects the nature and severity of the bullying behaviour. This response will always include contacting the bully's parents.

We will also let you and your parents know the response.

Reporting Bullying Flowchart (For Teachers)

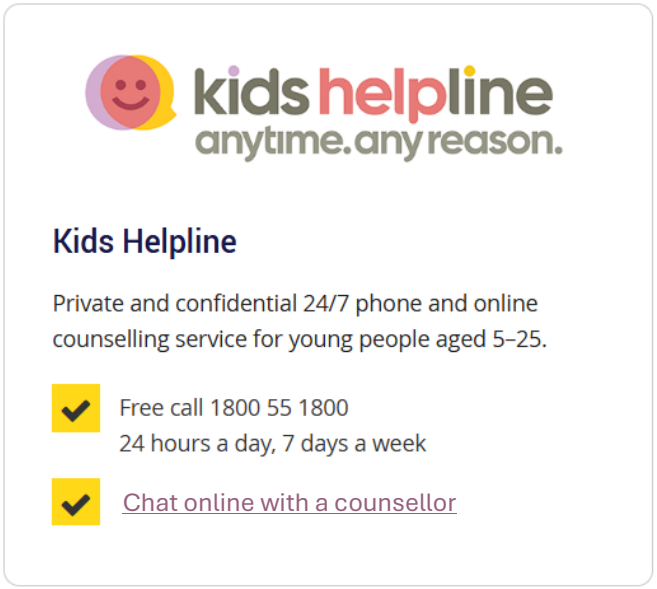
If a student reports a bullying incident to you:

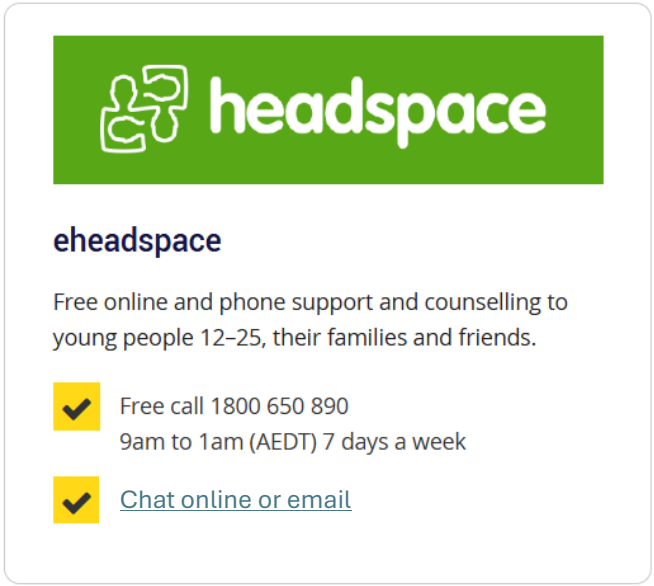
Listen and reassure them Ask the student what has happened. Either take notes and record what they say or ask them to write a student statement. If it is an incident of cyber-bullying, ask the student if they have screenshots/audio messages and ask them to email them to you.	Record on Sentral. Scan & attach statement. Notify YAs & DP
Ask them what they would like you to do Ask the student what they want you to do and whether they want you to do anything at this stage. Inform them that you will call their parents. Inform that more serious incidents will be reported to the DP and they may also talk to the student and call their parents. You can also give the student tips on ways of responding to the bullying if it continues	Record on the Sentral entry
If they would like you to follow-up Refer the matter to YAs or the DP to investigate	Make it clear on Sentral that it needs following-up and also have a verbal conversation
Investigate YA or DP investigates the situation. Where appropriate, have students (student accused of bullying and witnesses) write statements.	Record on Sentral. Attach statements
Response/Consequences The parent of the student engaging in bullying behaviour is to be informed. Depending on seriousness, this could be via phone or an in-school meeting. See Behaviour Management Flowchart for range of possible consequences. Student should be referred to School Psychologist if appropriate. More serious matters should be referred to the DP and P, and if necessary, the police called	Record on Sentral. Attach statements

Need Support?

Outside of school hours, there are numerous places students (and their parents) can seek support if they are experiencing bullying.

These include:





A range of resources about bullying can be found at the following websites:

- https://bullyingnoway.gov.au/
- https://www.esafety.gov.au/key-topics/cyberbullying
- https://kidshelpline.com.au/teens/issues/bullying
- https://education.nsw.gov.au/schooling/schooling-initiatives/anti-bullying/parents-and-carers