

Prevention and Response Policy

This policy sets out Penrith Selective High School and the department's position on student bullying and the requirements for preventing and responding to student bullying, including online bullying, in NSW public schools and preschools.

1. Policy statement

1.1 Penrith Selective High School rejects all forms of bullying behaviour including online (or cyber) bullying.

1.2 Penrith Selective High School works to provide safe, inclusive, and respectful learning communities that promote student wellbeing.

1.3 Penrith Selective High School refers to the department's **Behaviour Code for Students** which 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.

1.4 Schools are required to establish strategies and practices to encourage positive student behaviour, recognise and reinforce student achievement and wellbeing, and manage disruptive student behaviour, as outlined in the **Student Discipline in Government Schools Policy**.

1.5 School staff need to encourage high levels of parental and community involvement in the school to improve student attendance, engagement, learning and behaviour.

1.6 Penrith Selective High School has a complete **Anti-bullying Plan** which is implemented through its wellbeing structures and processes.

1.7 Penrith Selective High School recognises:

- 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.
- The **NSW anti-bullying website** supports Penrith Selective High School staff, parents and carers, volunteers and contracted staff, and students to discourage, prevent, identify, and respond effectively to student bullying behaviour, where it does occur.

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- Preventing and responding to bullying is the shared responsibility of all school staff, volunteers, and contracted staff employed by schools, and students, parents and carers.

1.12 Penrith Selective High School teachers and other school staff are provided with support and professional development to discourage, prevent, identify, and respond to student bullying behaviour.

1.13 Reports of student bullying can be made to any staff member at Penrith Selective High School. A teacher or school executive staff (such as the principal, deputy principal, head teacher) at the school will address the reported bullying in a timely manner; which includes all bullying concerns are reported to the Year Adviser and Deputy Principal.

1.14 If a student, parent or carer believes a matter is not being dealt with effectively, they can refer the matter to the school's principal, Deputy Principal or Year Adviser for resolution.

1.15 If the student, parent or carer still has concerns, after referring the matter to the school's principal, Deputy Principal or Year Adviser, and would like advice, they can contact the **Learning and Wellbeing Advisor or Officer** at the local departmental 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**.

1.16 For incidents of physical violence, and where required, staff should administer first aid (consistent with their training and experience), and contact emergency services whenever necessary. Senior Executive or delegated administrative staff must also report the incident to the Incident Reporting and Support Hotline on 1800 811 523.

2. Audience and applicability

2.1 This policy applies to all Penrith Selective High School teachers, students, parents and school staff.

2.2 This policy applies to all student bullying behaviour, including online (cyber) bullying, and applies outside of school hours and off school premises where students have been involved and there is a clear and close connection to the school.

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3. Context

3.1 Penrith Selective High School must comply with the NSW Education Standards Authority requirement to provide a safe, inclusive and supportive environment for students.

3.2 Ways to prevent or respond to student bullying behaviour are addressed through teaching and learning programs across the key learning areas including the Self and Relationships strand of the mandatory Personal Development, Health and Physical Education curriculum and the school's wellbeing program.

3.3 This policy relates to student bullying in Penrith Selective High School. The **Work, Health and Safety Policy** applies to staff bullying in Penrith Selective High School. When bullying involves a student and staff member, both policies apply.

4. Responsibilities and delegations

4.1 Teachers

- support the school in maintaining a safe, inclusive and supportive learning environment
- model and promote appropriate relationships and behaviours
- promote a school culture where bullying is not acceptable
- teach students to identify, report and respond to bullying at school and online
- teach students to be aware that bystander behaviour perpetuates the negative impacts of bullying.
- manage reports of bullying and escalate matters to the principal (or delegate) when necessary.

4.2 Non-teaching staff

- refer any report of bullying to a teacher or school executive staff.

4.3 The Principal:

- completes and implements the **Anti-bullying Plan** for Penrith Selective High School.
- maintains a positive school climate which includes respectful relationships
- identifies patterns of bullying behaviour and initiate school action to respond
- manages complaints about bullying in accordance with the **Complaints Handling Policy**.

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4.4 Directors, Educational Leadership

- manage complaints about how a school has responded to a report of bullying in accordance with the **Complaints Handling Policy**
- where required, assist schools to implement the Anti-bullying Plan, to best meet the needs of the school community.

5. Monitoring, evaluation and reporting requirements

5.1 The Wellbeing team monitors student engagement and activity to assure wellbeing priorities are addressed.

5.2 The Wellbeing team reviews and evaluates the wellbeing programs, wellbeing feedback and issues every year.

5.3 The Principal reviews the Anti-bullying Policies and Plan every year.

5.4 The Director, Student Engagement and Interagency Partnerships monitors the implementation of this policy and reviews its effectiveness, at least every three years.