

# ANTI-BULLYING PLAN 2022

## Bowral High School

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.

### Resources

The NSW anti-bullying website ([antibullying.nsw.gov.au](http://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.

### Bowral Highs 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.

#### 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 assemblies

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

Dates	Communication topics
T1	In line with National Day Against Violence and Bullying anti-bullying messages will be communicated with students via Sentral notices. Themes will include: bullying is not ok, how to deal with and overcome bullying and when and where to seek help.
T1	On assembly student leaders will deliver a presentation on anti-bullying. It will define what bullying is and how students can seek help in and outside of school.
T1	In Positive Behaviours for Success (PBS)/Wellbeing lessons students will engage with a reading on a victims account of their experiences with bullying. Students will participate in discussions and activities centred around this.
T2-T4	Anti-bullying messages and activities will continue to be communicated with students via assemblies, student notices and PBS/Wellbeing lessons.

## 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
T1	In wellbeing lessons, Year Advisors will work collaboratively with the Student Support Officer (SSO) to implement the Resilience Doughnut program and assist students to create emotional regulation plans.
T2	Select staff will undertake professional development in the Love Bites Respectful Relationships program. The SSO will lead whole staff development on the emotional regulation process and how staff can assist students to deescalate by utilising their plans.
T2-3	Participation of all staff in professional learning on Trauma Informed Practice.
T3-4	On the completion of Berry Street training Support Staff will run in school professional development on best practise teaching and learning for enhancing engagement, wellbeing and academic achievement for students with complex backgrounds. The Anti- Bullying Plan will be presented to all staff via executive and staff meetings.

## 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:

- Inclusion of Bowral High School's anti bullying and behaviour policies in staff induction
- Training in the use of the school's data program, Sentral, so casual and new staff can record and report incidences of bullying
- Knowledge of current Year Advisors so new and casual staff can seek support and refer students where required
- Our PBS values clearly published around the school which can be referred to when addressing poor student behaviour
- Anti-bullying posters displayed in all classrooms, executive offices, and administration areas in the school.
- Inclusion of new staff and casuals in staff meetings and school assemblies and access to the student notices, where anti bullying messages are regularly communicated.

## 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 school's website:

- ✓ School Anti-bullying Plan
- ✓ NSW Anti-bullying website
- ✓ Behaviour Code for Students

## 2.2 Communication with parents

Our school will provide information to parents to help promote 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 topic
Ongoing	Communication of any anti-bullying messages, programs and initiatives being implemented and delivered to students will be shared with parents via the school newsletter, Facebook page and via School Bytes.
Ongoing	The Bowral High School Anti-bullying plan, the Behaviour Code for Students and a link to the NSW Anti-bullying website will be published on the school website providing easy access for parents.
Ongoing	The Bowral High School Anti-Bullying plan will be presented to the P&C by the Principal and Head Teacher wellbeing.
As Required	If bullying occurs parents of both the bully and victim will be contacted by the Deputy Principal and informed of the incident after a vigorous investigation of an allegation has taken place.

## 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:

- Implementation of an ongoing anti-bullying campaign in line with the National Day of Action Against Bullying and Violence. This will include the dissemination of information, implementation of initiatives and participation in activities centred around anti-bullying. This will occur via targeted lessons, student notices, the school newsletter, year meetings, social media, and posters.
- Employment and the continued professional development of a Student Support Officer (SSO). The SSO supports the implementation of the school's approach to wellbeing, helping students develop social and emotional skills through targeted strengths-based programs and strategies that build resilience, coping skills and positive relationships. The SSO also has a pivotal role in working collaboratively with external and other government agencies in their support of students and their families.
- Reinforcement of Anti-bullying messages being delivered to students by embedding them in PBS/Wellbeing lessons, Drop Everything and Read (DEAR) and school assemblies.
- Explicitly addressing anti-social and bullying behaviours of students in years 7-10 with the inclusion of targeted programs in their PBS/Wellbeing lessons e.g. the Resilience Doughnut, emotional regulation, Love Bites Program and bullying scenarios and role plays.
- Year 11- participation in Life Ready course engaging with the topic mental health and wellbeing. Students will explore statistics around young people and mental health, where they can go and who they can speak to if they are experiencing issues, how to recognise signs that they themselves or friends might be struggling and what some mental health issues may look and feel like. Inclusion of several guest speakers, with expertise and training around youth mental health. Student collaboration to determine ways our school could further address bullying which will be used to inform the wellbeing team and the school's anti-bullying policy.
- Police/Police Youth Engagement Officers and support services conducting talks on relationships, harassment, and consent.
- The involvement and inclusion of recognised 'days' that promote inclusion, acceptance and understanding within our school community e.g. Wear it Purple Day.
- The Wellness Space facilitated by the SSO addressing student need running girls' groups, LGBTQIA group and boys group.

- Wellbeing team 'brochure' outlining key staff members and their roles in supporting students to overcome social issues, in particular bullying.
- Provision of high visibility vests to teachers on playground duty so that students can clearly identify and locate members of staff if a safety issue arises.
- Appointment of Head Teacher Wellbeing to coordinate, facilitate, oversee, and review programs, initiatives and practices targeted at improving the overall wellbeing of students.
- Opportunity for students to participate in a wide variety of extracurricular activities to promote a sense of belonging, positive staff-student and peer relationships, further develop core life skills e.g. problem solving and provide safe environments for structured free time.
- A student reward system where students are recognised and celebrated for their achievements through the issuing of house points, Deputy Principal recognition certificates, gifting of canteen vouchers and a nominated 'Student of the Week' award.
- Bowral High is a Positive Behaviour for Success (PBS) school. We promote and are guided by our values of respect, responsibility, and fairness in developing a positive, safe and supportive learning culture. This framework aims to improve social, emotional, behavioural, and academic outcomes of all students.
- To ensure the safety and wellbeing of both individuals and the wider school community, students who have displayed anti-social behaviours are carefully monitored via the establishment and implementation of risk management and/or behaviour management plans. The plans are communicated openly with staff, regularly reviewed, link in with community agencies and are supported by the Health and Safety Directorate.
- Engagement of students in peer mediation. Students participate in a restorative conversation in a supported environment where they can safely speak, listen and come to a compromise and/or agreement.
- An established and easily accessible reporting process for students to report incidents of bullying.

Completed by:

Position: **Head Teacher Wellbeing**

Name: **Becky Howe**

Signature:



Date: 11/8/22

Principal name: **Jason Conroy**

Signature:



Date: 11/8/22