

# 2023 ANTI-BULLYING PLAN

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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 (see: <https://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.

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
All year weekly	Positive Behaviour for Success Messaging at weekly whole school assemblies. Daily notices focussing on positive behaviours and expectations of all students.
Term 1 & 2	We All Matter (WAM) community engagement initiative.
Term 1 Wk 2	Deputy Principal- Behaviour Code for Students
Term 1	Year 7 & 10 Peer Support Initiative.
Term 1 Wk 9	Harmony Week: Students will engage in daily sessions around embracing diversity. Students will also engage in a whole school cultural appreciation event as well as daily activities to highlight and celebrate our student body's diversity.
Term 2	<b>Raise Mentoring:</b> Year 8 peer mentoring initiative aimed at modelling positive student relationships.
Term 2 - 4	<b>Love Bites</b> Respectful Relationships Program- ongoing fortnightly sessions facilitated by trained facilitators to all Year 7, 8, 9 & 10 students. All years will engage in age appropriate courses.
Term 2 Wk 1	<b>Man Cave:</b> Targeted boys initiative exploring Men's mental health, toxic masculinity and finding a sense of belonging. <b>Enlighten Education:</b> Targeted girls initiative to develop self care strategies and self empowerment, navigating positive relationships.
Term 2 Wk 7-10	<b>Year 11 Mental Health First Aid Course</b>
Term 3	<b>Assembly:</b> Deputy Principal Presentation to all students of Student Behaviour Code
Term 3 Wk 3-7	Mental Health First Aid Training
Term 3 Wk 2	<b>Assembly:</b> Presentation "What is and isn't Bullying and what can I do?" <b>Roll Calls:</b> Follow up presentations on bullying.
Term 3 Wk 3	<b>Assembly:</b> Managing Conflicts positively. <b>Roll Call:</b> Follow up presentations on managing conflicts
Term 3 Wk 4	<b>Assembly:</b> Reporting Bullying- Our New Approach!
Term 3 Week 5	<b>Launching of online Bullying Reporting Program</b>
<b>Remaining initiatives TBC and will confirm Term 3</b>	

## 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
Term 2 Wks 5-8	Mental Health First Aid for student support staff.
Term 3 Wk 1	SMIT 1: Duty of Care- What are our Kids Saying
Term 3 Wk 4	SMIT 2: Cyberbullying and Its' Impact
Term 3 Wk 8	SMIT 3: The True Cost of Bullying (School Psychologist)
Term 3 Wk 2	Staff Meeting: Moving towards Zero Tolerance
Term 4 Wk 1	Staff professional learning: Understanding diversity amongst students.

## 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.

**Online New and Casual Staff Induction Website:** All resources will be posted onto our staff induction website where new and casual staff will be able to access.

**Faculty Head Teacher:** Each faculty will take ownership for their own anti-bullying stances with the Head Teachers ensuring this is communicated to new staff.

## 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. Check the boxes that apply.

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 Topics
Ongoing	Communication of anti-bullying messages, programs and initiatives being implemented and delivered to students will be shared via newsletter and School Bytes
Ongoing	BHS Antibullying plan will be published and updated on school.
Term 3 Week 1	Letter to Parents updating on Anti-Bullying Plan updates & progress (social media and email)
Term 3 Week 10	Letter to Parents updating on Anti-Bullying Plan updates & progress (social media and email)
Term 3 Week 1	Letter to Parents updating on Anti-Bullying Plan updates & progress (social media and email)
Term 4 Week 10	Letter to Parents updating on Anti-Bullying Plan updates & progress (social media and email)

### **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.