

Bowral High School **2024 Anti-Bullying Plan**

Overview

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.

Our 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.

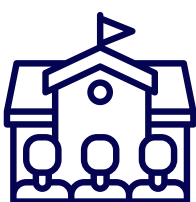




1 School culture and inclusion

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 Whole School Events/ 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
Weekly	PBS Assembly – Prefects talk about weekly values related to the wellbeing initiatives, positive behaviours and anti-bullying.
Daily	Daily notices – PBS messages and information are communicated daily through Sentral in line with the week’s topics and wellbeing initiatives.
Weekly	Deputy Principal- Behaviour Code for Students
Termly	Wellbeing workshops – explicitly teach and address bullying behaviours and wellbeing issues at age-appropriate levels.
Weekly	External Agency Workshops to improve mental health – WAM, Equine Therapy, RAISE mentoring, Rock and Water
Daily	PBS signage around the school



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 1 -3	Professional Learning opportunities e.g. peer support training
Fortnightly	Wellbeing team meetings – wellbeing programs, opportunities for professional development, wellbeing workshop topics, LsT process, Stymie process, and students at risk
Term 2 - 3	Professional development for all staff – restorative practice
Term 3	Stand Up Speak Out document for all staff communicating the schedule and overview of the weekly wellbeing activities.

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.

- Staff induction and onboarding
- Staff handbook
- Bowral High School website



2 Partnerships with families and community

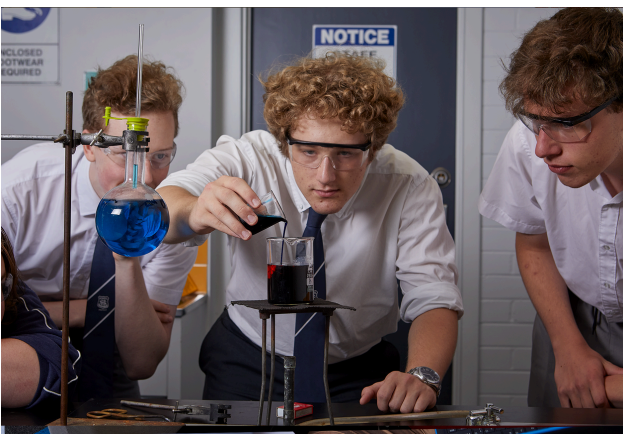
Effective schools have high levels of parental and community involvement. This involvement is strongly related to improved student learning, attendance and behaviour. Our school proactively builds collaborative relationships with families and communities to create a shared understanding of how to support 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
Twice Termly	What's on calendar – communicates upcoming events and initiatives.
Ongoing	Communication platforms (Facebook, Stymie & Instagram) - informing and promoting wellbeing and anti-bullying; Stymie to report and act on bullying.
Ongoing	School Website – promotes the Anti-Bullying Plan, NSW Anti-Bullying Website and The Behaviour Code.
Ongoing	Direct phone calls to inform on reporting and monitoring of bullying incidences.





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:

- Harmony Week – celebrating diversity: Friday feast with food stalls from all countries around the world; different sports games; different languages activity; and videos highlighting diversity.
- Stand Up Speak Out – anti-bullying and mental health awareness initiative.
- Wellbeing workshops
- RAISE Mentoring program
- Equine therapy
- Rock & Water
- We All Matter
- The Man Cave & Enlighten Education
- NAIDOC Week
- Wear It Purple Day
- National Day of Action against Bullying
- Stymie
- Peer Support
- SSO Officer
- HT of Behaviour and Engagement

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