

ANTI-BULLYING PLAN 2023

Warilla 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 (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.

Warilla High 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
Term 1 week 1	Students are reminded at Year Meetings and Assemblies of our School CORE Values and expectations
Term 1-4	Stage 4 Guidance Lessons with Year Advisor
Term 1-4	Breakfast Club available every Wednesday to support students in a positive environment
Term 1 & 2 & 3	Year 7, 8 and 11 Camp where students build confidence, build relationships and tolerance in a positive environment
Term 1	Peer support leaders work with the Year 7 students building positive relationships through their transition into high school
Term 1-4	Students are reminded at Year Meetings about the school's expectations, CORE Values and promoting a positive culture at the school where Bullying is not tolerated.
T1 and T3	Bullying No Way! Activities for all staff and students to promote positive school culture where bullying is not acceptable.
Term 1 week 9	Harmony Day SRC Event to encourage student diversity

Term 2-week 2	REACH Program – Year 7/8 resilience/confidence building – encouraging students to be not accept bullying behaviour
Term 3-week 7	R U OK? Day activities at school to promote suicide prevention and support for people through meaningful conversations
Term 1-4	Merit Award Assemblies and Excursions to reward positive student behaviour through our Merit system (Good Vibes)

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
SDD	Staff are reminded to use the CORE values in their day-to-day teachings – handout available
Term 1-4 Fortnightly	Wellbeing Meeting – Wellbeing team members meet to discuss case management of students
Term 1-4 Fortnightly	Learning Support Meeting – Learning Support information that is put out to all staff regarding the needs of students
Term 1 week 8	CNI Wellbeing Summit – Professional development – revising and updating - the Wellbeing Framework, cyber bullying / social media and navigating the anti-bullying website
Term 4	Wellbeing Team Summit – reviews programs, events, systems and issues to make improvements for the following year
Ongoing	Teachers are encouraged to seek out professional learning opportunities e.g. readings, on-line course and off-site PL to provide evidence-based ways to encourage and teach positive social and emotional wellbeing and discourage, prevent, identify and respond effectively to student bullying behaviour. Teachers who engage in such professional learning are encouraged to share some of their learning during 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.

This describes how new and casual staff will be informed about the school’s approaches and strategies to prevent and respond to student bullying behaviour, when it does occur. For example:

- information is provided in a handout to staff when they enter on duty at the school
- an executive staff member speaks to new and casual staff when they enter on duty at the school
- the principal speaks to new executive staff when they enter on duty at the school, as part of the induction process.

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 methods and topic
Term 4 week 6	Transition Parent Information meeting - Defining student anti-bullying and school supports within the school
Ongoing	School website, School Facebook and Wellbeing Facebook and/or school newsletter - features around promoting a positive school culture
Term 1-4	P&C Meetings - issues are placed on the agenda and members of the school executive present the relevant information to the parent body.
Term 1 ongoing	Responsible use of Phones Contract for students - information communicated to Parents through letters home
Once A Term	Gold Award Assemblies - students who display positive student behaviour are acknowledged and celebrated with their parents.
Once a semester	Parents are invited to a morning tea and assembly to see students who have successfully moved through our Merit system because they have shown they understand our Core Value ERIC system - Excellence, Respect, Integrity and Compassion

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.

- Transition Days
- Guidance lessons
- Peer Support
- Expo Evening
- Wellbeing Hub
- Student Support Officer
- Mediations
- Our Merit System (Good Vibes)
- Merit Excursions
- SRC
- Leadership opportunities
- Inclusivity Zone for LGBTQIA+ students and others
- Wellbeing Programs - Top Blokes program, Girls group program

Completed by: **Natasha Clark**

Position: **Wellbeing Head Teacher**

Signature:



Principal name: **Michelle Brook**

Date:

14/3/2023

Signature:



Date:

14/3/2023