

Warilla High School

Anti-bullying Plan 2020

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. We try and use preventative programs to ensure all students are supported

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 Wk1	Students are reminded at Year Meetings the CORE Values of the school, expectations of them as students
Term 1 Wk2	Year 7 students were given a School diary with school expectations and an overview of policies and procedures.
Term 1-4 Each Wk B	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.
Term 1 Wk 7	Year 8 - Brainstorm Productions performed <i>The Flipside</i> where the year group discussed ways to stop Bullying
Term 1 Wk 7	Year 7 – Brainstorm Productions performed <i>The Flipside</i> where the year group discussed ways to stop Bullying
Term 1 Wk 7	Anti-bullying focus week with a range of activities with all year groups
Term 1 Wk 7	Bullying No Way! Activities for all staff and students to promote positive school culture where bullying is not acceptable.
Term 3 Wk 7	R U OK? Day activities at school to promote suicide prevention and support for people through meaningful conversations
Term 3 Wk 8	E – Smart Expo – this promotes on line safe behaviour to create a positive culture online.
Term 1-4	Award Assemblies and Excursions to reward positive student behaviour through our Merit system (VIVO)

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 Term 1/T4	Staff are reminded of the expectations and procedures outlined in the Welfare and Discipline Policy and the anti-bullying plan – all staff must refer to CORE Values E.R.I.C in their day to day teachings
Term 1-4 Every Thursday	Morning Muster – all staff attend to go through Wellbeing needs, concerns and information to support staff and their students
Term 1-4 Fortnightly	Equity Meeting – Learning Support Wellbeing team members meet to discuss case management of students
Term 1-4 Fortnightly	Welfare Watch – Wellbeing information that is put out to all staff regarding the needs of students
Term 1-4 One per term	CNI Meetings – professional learning and sharing between schools to promote positive social and emotional wellbeing
Term 1 Wk 8	CNI Wellbeing Summit – Professional development – revising and updating - the Wellbeing Framework, cyber bullying / Social Media and navigating the anti-bullying website
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.

- An Induction meeting for new teachers is run every fortnight in term 1 for all new staff members
- A Teacher Orientation Handbook is given to staff as part of this induction
- Each fortnight there is a different focus to cover all aspects of the school's policies and expectations
- A tour of the school and specific areas e.g. The Welfare Hub is included so staff understand these resources.
- 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 topics
Term 4 Wk6	Transition Parent Information meeting - Defining student anti-bullying and school supports within the school
Ongoing	School website, school 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
Ongoing	E – Smart Parent Cyber Awareness – in partnership with community agencies
Term 4	RAP – Resourcing Adolescent Program – In partnership with Southern Youth and Family Services – 5 week parent support program
Once A Term	Gold Award Assemblies – students who display positive student behaviour are acknowledged and celebrated with their parents.

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
- Welfare Hub
- Student Support Officer
- Mediations
- A range of Wellbeing Programs facilitated by internal and external community agencies
- Our Merit System (VIVO)
- Merit Excursions
- SRC
- Leadership opportunities

Completed by: Natasha Clark

Position: Head Teacher Wellbeing

Signature: 

Date: 24/2/2020

Principal name: Michelle Brook

Signature: 

Date: 24/2/2020