

ANTI-BULLYING PLAN

2024-2025

Barrenjoey 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.

Barrenjoey 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 |
|---------------|--|
| Day 1, Term 1 | School assembly Behaviour expectations at BHS - REC values and rewards system Wellbeing program focus on friendships, anti bullying and anti racism |
| Each term | REC awards for Respect, Effort, Challenge, celebrated in school newsletter and |
| Term 2 | Wellbeing program - cyber bullying presentation and anti bullying lesson |

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| Term 3 | Assembly - National Day of Action against Bullying (16/8/24), Wear It Purple Day (30/8/24) |
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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 |
|----------|---|
| All Year | Staff involvement with whole school wellbeing program |
| All Year | Regular updates to staff through emails, staff meetings and internal databases regarding conflict between |
| Term 1 | Staff professional development on wellbeing and behaviour management policy and procedures |
| Term 1 | Induction program for new staff and Early Career Teachers mentoring program |

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.

- Full induction program for new staff and beginning of the year including discussions with Head Teacher of Wellbeing regarding positive behaviour and responding to inappropriate behaviour
- All staff provided with access to Wellbeing, Behaviour Management Policy (available on internet and internal staff systems)
- All new and casual staff briefed by an executive member of staff on school policies and procedures, including positive behaviour and responding to inappropriate behaviour including bullying.

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 1 | All years – Communication about expectations and rewards in newsletter |
| Term 2 | Years 7-12 – Parent information night |
| Term 3 | Newsletter updates on anti bullying activities |
| Term 4 | Consultation with P&C on revision of Student Behaviour Improvement Policy to align with new department policy on inclusion and behaviour |

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.

- Peer support for year 7 students – positive relationships (term 1)
- Barrenjoey High School runs a whole school wellbeing program that targets developmentally appropriate wellbeing needs in each year group. The program includes a workshop or whole school activity once a fortnight or whole school activity once a fortnight. The following aspects of the wellbeing program target positive relationships and anti-bullying:
 - Stage 4 – Wellbeing program – workshops on anti bullying, building positive relationships and conflict resolution, online harassment and cyber bullying
 - Stage 5 – Wellbeing program – workshops on peer relationships and the role of the bystander
 - Stage 6 – includes Tomorrow Man and Tomorrow Woman programs
- Year round support of students from extensive wellbeing team including Student Support Officer, Year Advisor, Assistant Year Advisor, Counselors.

Completed by: Sarah Saunders

Position: HT Wellbeing

Signature:



Date: 23 September '24

Principal name: Brett Blaker

Signature:



Date: 23/9/24.