



# ANTI-BULLYING PLAN 2023

## Blakehurst 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.

### Blakehurst 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. Strategies to combat bullying and support structures will also be advised to the students.

<b>Communication Topics</b>
Behaviour Code and “I Say” speech for students, including expectations, rights and responsibilities to create an environment where all students, staff and parents feel safe and welcome
Strategies to respond to bullying behaviour
Internal and external wellbeing support networks and access pathways
Recognition of student positive behaviour and achievement through awards

## 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.

<b>Communication Topics and Professional Learning</b>
Professional development – Managing bullying incidents
Staff Communication – Playground area procedures and responsibilities to create a safe environment via email
Staff Communication – Use of the Bullying Notification Form and recording incidences on Sentral
Staff Communication – Early interventions and response strategies for bullying behaviour

## 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.

Information is provided in the Staff Handbook as part of the induction process. For new, permanent staff, support mentoring support and training is provided by the Head Teacher. For new, casual staff, the school admin staff provide guidance and staff handbook at the beginning of the day. Bullying and Behaviour response flowcharts are embedded into the Behaviour Response and Management Plan. Map of the school’s playground duties and key considerations for each area are included in the handbook. Head Teacher is responsible for provided support and check-in to teachers on duty.

## 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 that 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 parents understanding of how our school addresses all forms of bullying behaviour.

<b>Communication Methods and Topic</b>
P&C Meetings, School Reports, Email- Anti-Bullying Plan and Wellbeing Programs
School Website – School rules and procedures, including reporting procedures for bullying.
Email – Access pathways for wellbeing staff-Counsellors, Welfare Co-ordinator, Year Advisers, Deputy Principals/s, Learning and Support Staff, Principal.
School Website and emails – Anti-bullying programs, workshops or webinars

## 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 including the following:

- Positive Behaviour for Learning (PBL) lessons – Year welfare meetings (fortnightly)
- Introduction to the school Anti-Bullying Plan through the Peer Support Program (Year 7)
- Promotion of group work in classrooms with a focus on interpersonal skills and co-operative learning

Year 7 – Anti-bullying prevention workshops, Peer Support, Guest Speakers, Boys/Girls Groups (personal safety, sexual relationships, friendships, respectful relationships), Performances, Police Liaison Officer presentations, Big Fish Little Fish, Respectful Relationships, Love Bites

Year 8 – Anti-bullying prevention workshops, Guest Speakers, Performances, Boys/Girls Groups, Rock and Water Program, Police Liaison Officer presentations, Body Image workshops, My Strengths.

Year 9 – Anti-bullying prevention workshops, Rock and Water Program, Anti Racism workshops, Wellbeing Day

Year 10 – Peer Support, Guest Speakers, Performances, Police Liaison Officer presentations, My Strengths, Peer Support – peer mediators, Love Bites

Years 11 and 12 - Guest Speakers, Police Liaison Officer presentations, Rock and Water Program, Wellbeing Day

All years participate in:

- National Day of Action against Bullying and Violence
- Harmony Day
- International Day for the elimination of Racial Discrimination
- National Youth Week
- Sorry Day
- Reconciliation Week
- Mabo Day
- Naidoc Week
- Wear it Purple Day
- R U OK Day
- World Mental Health Day/Week
- International Day of People with a Disability