

# Highlands School

## Anti-bullying Plan 2023



**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.

### Highlands 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.

##### 1.2 Morning meetings

Every Morning each classroom discusses incidents and behaviours from the previous day, events, or topics as part of their Positive Behaviour for Learning (PBL) focus. Students also take part in the Bullying No way activities on 18<sup>th</sup> August.

### **1.3 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.

### **1.4 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.

New and Casual Staff are supplied with a copy of our Induction Handbook which describes Highlands School's approaches and strategies to prevent and respond to student bullying behaviour when it does occur. Access to all our Plans are available via Sentral.

All Staff are involved in regular lessons, events and morning sessions that focus on Bullying and strategies to deal with bullying as a central part of our PBL program. Resources <https://bullyingnoway.gov.au/resources/fact-sheets/fact-sheets-for-students>

### **1.5 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.

### **1.6 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.

Staff are in close contact with Parents and form a partnership to address Bullying in our school.

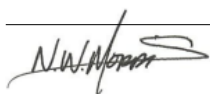
### **1.7 Support for wellbeing and positive behaviours**

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) and through the explicit teaching program as part of PBL.

Principal name: Nic Morris

Signature: \_\_\_\_\_



Date: 28/02/2023