

Newcastle High School

Anti-bullying Plan 2022

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.

Newcastle 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
On-going	Roll Call - Social Media Reminders - Focus on Positive Behaviour, Wellbeing and Engagement
On-going	Positive Behaviour for Learning Lessons - Respect, Responsibility and Participation (Lessons/Assemblies)
On-going	SOS- Stop, Observe, Seek. Student support referral system – digital, hard copy and personal formats
On-going	Year Assemblies, Wellbeing Days, Police Liaison Officer Visits - Cyberbullying Presentations
Annually	Harmony Day, R U OK Day, Wear It Purple Day, Mental Health Awareness Month

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	Student of Interest Power Point - Introduce students of concern
On-going	Teaching and reinforcing respectful relationships
Weekly	Wellbeing Team Meetings - Minutes communicated to all staff
Annually	Child Protection Training
On-Going	Students have access to a support person and adult in the school to support their wellbeing, including their Year Advisor, SSO, Counsellor, Head Teacher wellbeing, mentors and LST Team members.
On-Going	Peer Support Program
On-Going	Restorative Practices and the use of these through peer mediation.

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.

New and casual staff are inducted by having;

- **A comprehensive Induction and Orientation program, including face-to-face delivery and supplementary Canvas modules and resources digitally**
- **Information provided in a handout to staff when they enter on duty at the school.**
- **An Executive staff member speaks to the new and casual staff when they enter on duty at the school.**
- **The Principal speaks to the 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
Termly	School website and Facebook - Anti-Bullying
On-going	Parent Meetings, Parent/Teacher Night - Defining student bullying and school supports
On-going	Training of staff, designated ARCO, AEO, SSO
On-going	Parent voice- Tell Them from Me Survey
On-going	All staff support school's Anti Bullying Plan through actions and values

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.

Positive Behaviour for Learning (PBL)
Year Advisor Support
Drug and Alcohol Wellbeing Programs
Specific guest speakers and programs run annually
Student leadership and support
Modelling respectful relationships and behaviours
Working collaboratively with the school to resolve incidents of bullying
Student Voice- Tell Them from Me Survey
Peer Support

Completed by: Joel Anderson

Position: Deputy Principal

Signature: 

Date: 24/2/22

Principal name: Janene Rosser

Signature: 

Date: 24/2/22