

ANTI-BULLYING PLAN 2023

Ingleburn 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 detail 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.

Ingleburn 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.

- **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:

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	Anti-Bullying wellbeing lessons for Year 7, 8 and 9 during National Day of Action Against Bullying and Violence. Wellbeing Wednesday Years 7 and 8 Anti-bullying messages to students via school communication. Harmony Week Initiative to promote acceptance and diversity.
Term 2	Anti-bullying brochure provided to students. Wellbeing Lessons 7-10 Wellbeing Wednesday 7-10
Term 3	R U OK Day to promote checking in on others. Wellbeing Day – Anti-Bullying workshops and presentations. Wellbeing Lessons 7-10 Wellbeing Wednesday 7-10
Term 4	National Bullying Prevention Week Activities. World Kindness Day Initiative. Wellbeing Lessons 7-10

- **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
Term 1	Development of IER and Behaviour Strategy IHS Delivery of behaviour Strategy to all staff Anti-Bullying Plan and Behaviour Code to be shared with Wellbeing Team and accessible to all IHS staff Ongoing communication to staff with strategies to support in the classroom when responding to bullying.(Resource library through T&L hub)
Term 2	Rotational Workshops – led by Head Teacher Wellbeing/Student Support Officer/2IC Wellbeing Bullying No Way' presentation for YearAdvisory Team. Ongoing communication to staff with strategies to support in the classroom when responding to bullying TTFM data analysis of student wellbeing Ongoing communication to staff with strategies to support in the classroom when responding to bullying.(Resource library through T&L hub)
Term 3	Rotational Workshops – led by Head Teacher Wellbeing/Student Support Officer/2IC Wellbeing Ongoing communication to staff with strategies to support in the classroom when responding to bullying Twilight workshop option for interested staff Ongoing communication to staff with strategies to support in the classroom when responding to bullying.(Resource library through T&L hub)
Term 4	Rotational Workshops – led by Head Teacher Wellbeing/Student Support Officer/2IC Wellbeing Ongoing communication to staff with strategies to support in the classroom when responding to bullying.(Resource library through T&L hub)

- **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 staff and casual staff are provided with a copy of the school handbook which includes the anti-bullying plan, anti-bullying response and wellbeing referrals flow chart. This in conjunction with early career and beginning teacher scheduled meetings.

New staff and casual staff are supported by an experienced 'mentoring' teacher or Head Teacher when dealing with bullying incidents within their classrooms and/or the playground.

Wellbeing professional learning provided at Beginner Teacher meetings - how to respond to bullying and how to report incidents of bullying.

Head Teacher Wellbeing to collaborate with Head Teacher Administration to deliver professional development to casual staff throughout the year. Casual staff are invited to participate in ongoing PL as part of IHS.

- **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.

Establishment of Community Café and Community Liaison Officer has allowed greater access to our community and sharing of information to support student wellbeing.

- **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

- **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	Community Café School Newsletter School website Promotion of initiatives via Facebook and Instagram How to respond if your child is being bullied - Wellbeing Hub and School Website links
Term 2	Community Café School Newsletter School website Promotion of initiatives via Facebook and Instagram How to respond if your child is being bullied - Wellbeing Hub and School Website links
Term 3	Community Café School Newsletter School website Promotion of initiatives via Facebook and Instagram How to respond if your child is being bullied - Wellbeing Hub and School Website links
Term 4	Community Café School Newsletter School website Promotion of initiatives via Facebook and Instagram How to respond if your child is being bullied - Wellbeing Hub and School Website links

- **Support for wellbeing and positive behaviours**

Our school's practices support student wellbeing and positive behaviour approaches that align with our school community 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 wellbeing lessons delivered to Years 7-10.

Examples of other ways our school will embed student wellbeing and positive behaviour approaches and strategies in practices include the following:

- Each grade will participate in one wellbeing lesson per fortnight with a focus on the specific teaching of social skills such as help seeking social awareness, resilience, assertiveness and being a positive bystander.
- Students will have various opportunities to engage in targeted anti-bullying activities and programs. Students will also engage in initiatives which are 'protective' and emphasise the importance of respect, kindness and inclusion such as Harmony Day and Wellbeing Wednesdays.
- Targeted students will participate in externally organised programs such as PCYC, Pathways to Dreaming, PATHE, HAKKA Warriors, Aboriginal attendance artwork shop, AFL Academy, Backflips Against Bullying, PCYC Fit 4 Life, PCYC Stepping Up

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