

ANTI-BULLYING PLAN 2021

Elderslie 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.

Elderslie 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
Ongoing	<ul style="list-style-type: none"> -Behaviour code for students is unpacked in roll call. -Behaviour code for students is printed in the school diary. -Behaviour code is reiterated in return from suspension interviews, during assemblies and year meetings. -Promotion of Stymie and the Anti-Bullying Box for students to report bullying anonymously. -Presentation of Merit Scheme to promote pro-social behaviours. <p>Anti-Bullying Plan/Overview – Printed in school diary. Information covers the following areas:</p> <ul style="list-style-type: none"> • What to do if you are experiencing bullying • Definition of bullying • Types of bullying • Student responsibilities • Parent responsibilities

Term 1	-National Day of Action Against Bullying (19th March 2021)- Whole School Assembly. -Being an Upstander - PBL lesson during DEAR. -Definition of Bullying, Types of Bullying and where/how to seek help - Delivered by Year Advisers during year meetings. -Prefect Presentations for Year 7 on anti-bullying and student expectations – Bullying 'No Way', buddy system
Term 2/3	-Brainstorm Productions, Cyberia Presentation, Year 7 and 8 students. -Brainstorm Productions, The Hurting Game Presentation, Year 9 and 10 students.
Term 3	-Police Liaison Officer/ eSafety Commissioner Year Group Presentations. -Peer Mentors / SRC Student Body are trained in peer mediation. -Social exclusion, peer pressure and resilience, empowering students to deal with the bullying issues - - Delivered by Year Advisers during year meetings.
Term 4	-Cyber Bullying and Online Ethics - Delivered by Year Advisers during year meetings.

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
Ongoing	-Staff up-skill peer mentors/ SRC members/ACEG with Anti-bullying procedures/ processes for reporting. -Morning musters for staff – communication about students. -TLC flag on Sentral – communication to teachers about students who are vulnerable -Teaching, modelling and reinforcing respectful relationships – code of conduct -Teaching, modelling and reinforcing respectful relationships – code of conduct

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.

- Casual Staff – HT Administration to communicate the Anti-Bullying policy and procedures to casual staff via school induction flyer
- Early Career Teachers (ECT) – HT Welfare to present the Anti-Bullying Policy, Procedures and Plan to early career teachers. (annually)
- New Staff – Principal to induct and include the Anti-Bullying Policy, Procedures and Plan to staff who are new to the school. (each term)
- Posters and flowcharts about the anti-bullying policy and where/how to seek help are located in key areas across the school.
- A copy of the schools anti-bullying plan is located on the school's website and in the school handbook.

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.

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| ✓ School Anti-Bullying Plan | ✓ NSW Anti-Bullying Website | ✓ Behaviour Code for Students |
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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
Ongoing	<ul style="list-style-type: none">-Parent meeting i.e P&C, parent/teacher night - Defining student bullying and school supports.-Information is distributed via the School website, school social media page and parent portal.-Parent Bulletin, FB, SkoolBag – definition, information about bullying and how to support their child if they are being bullied.-Anti-Bullying Plan is displayed on the school website -information shows where and how students can access support.-Student Wellbeing Initiatives are placed on the school social media pages.-Parents are provided with the opportunity to undertake parent/carers information sessions with external agencies
Term 1/ 2	<ul style="list-style-type: none">-Information is distributed about the school's involvement in National Day of Action Against Bullying.
Term 3/4	<ul style="list-style-type: none">-Information is distributed to parents/ carers at Orientation Day.

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).

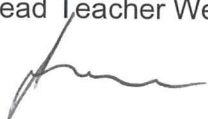
Examples of other ways our school will embed student wellbeing and positive behaviour approaches and strategies in practices include the following.

- Awards at school assemblies and year meetings.
- Peer mentoring program for Year 7 and Year 10 students.
- The behaviour code will be taught in roll call sessions.
- Anti-Racism Contact Officer (ARCO) promotes pro-social behaviours.
- RU OK Day – SRC/leadership team
- Provision of alternate safe places for victims of bullying
- eSafety Commissioner training for all staff as part of EHS 2021 school plan.
- Harmony Day – SRC/leadership team
- Stymie – providing students with an anonymous voice to report incidents of bullying
- Chaplain intervention and support.
- Peer mediation program.
- PBL lessons each week focusing on the three elements of being respectful, reflective and responsible
- Targeted groups using external agencies - Links to Learning, Big Yellow Umbrella, Uniting.
- Merit Award Scheme, recognition assemblies

Completed by: Jaclyn Thompson

Position: Head Teacher Welfare

Signature:



Date: 24/05/21

Principal name: Jennifer Lawrence

Signature:



Date: 24/5/21