

# ANTI-BULLYING PLAN 2024

## 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 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.

### 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"> <li>Behaviour Code for Students and student behaviour expectations</li> <li>EHS PBL values of being Respectful, Responsible and Reflective.</li> <li>Promotion of the Stymie platform for students to anonymously report bullying.</li> <li>Use of EHS Merit Scheme to promote positive behaviours.</li> <li>Whole school assemblies and Year meetings promote a positive school culture, especially when issues relating to bullying arise.</li> <li>Year group presentations by Year Advisors and Police Liaison Officers to discuss topics such as bullying, cyber bullying, social media and technology and sexting, as needed.</li> </ul>

Term 1	<ul style="list-style-type: none"> <li>EHS PBL values of being Respectful, Responsible and Reflective discussed by Year Advisors and Deputy Principals at the start of the school year.</li> <li>Explicit teaching of student behaviour expectations presented to Stage 4 students on Day 1 and 2 of the year.</li> <li>Everyone Belongs - Thrive wellbeing lesson including - Definition of Bullying, Types of Bullying and where/how to seek help.</li> <li>Stymie – Say Something - Promotion of Stymie platform and being an upstander in Thrive wellbeing lesson and ongoing reminders delivered by Year Advisors during year meetings.</li> <li>Harmony Day - Thrive lesson and whole school activities focusing on inclusion and kindness</li> <li>Butterfly Effect- whole day program for Year 7 girls</li> </ul>
Term 2	<ul style="list-style-type: none"> <li>Brainstorm Production performances to Stage 4 and 5 on creating awareness of bullying and strategies to responding to bullying and upstander behaviours.</li> </ul>
Term 3	<ul style="list-style-type: none"> <li>Year 7 Camp focusing on friendship building, resilience and making positive behaviour choices</li> <li>Semester 1 Recognition Assemblies to celebrate student achievement and recognise PBL values</li> <li>Bullying No Way Day- Thrive lesson and student activities on the day.</li> <li>Backflips Against Bullying presentation for Stage 4 students.</li> <li>R U Ok Day - Thrive lesson and student activities on the day.</li> <li>Respectful Behaviours and Positive Relationships, Supporting and Being a Good Friend – Thrive wellbeing lessons for Year 7 students.</li> </ul>
Term 4	<ul style="list-style-type: none"> <li>Multicultural Day held to celebrate our diversity and inclusive school community.</li> <li>Semester 2 Recognition Assemblies to celebrate student achievement and recognise PBL values</li> <li>World Kindness Day</li> </ul>

## 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
Weekly	<ul style="list-style-type: none"> <li>Staff morning muster – updates on student wellbeing issues and behaviours by Year Advisors and Deputy Principals to all staff.</li> </ul>
Fortnightly	<ul style="list-style-type: none"> <li>Wellbeing Meetings – members of the wellbeing team meet to discuss student wellbeing issues, coordinate supports, case management and recommendations for wellbeing programs.</li> </ul>
Ongoing	<ul style="list-style-type: none"> <li>Professional learning for staff in making wellbeing referrals for incidents of bullying and trauma informed practice.</li> <li>Professional learning opportunities provided to wellbeing team during fortnightly meetings.</li> <li>Professional learning opportunities as needed provided to staff that enables staff to develop their capacity to implement policy, support school values, identify and manage incidents of bullying should they occur.</li> <li>Faculty Head Teachers mentor and support their staff by providing strategies to deal with incidents of bullying.</li> <li>Information regarding wellbeing activities and initiatives are shared with staff.</li> </ul>
Term 1	<ul style="list-style-type: none"> <li>Staff Handbook provided to all staff which includes sections on wellbeing and identifying and addressing instances of bullying.</li> <li>Faculty Head Teachers addresses the need to set high expectations around student behaviour when establishing classroom expectations.</li> <li>Professional learning for new staff on presenting weekly Thrive wellbeing lessons</li> </ul>

## 1.1 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 members are provided with an induction which addresses the Elderslie High School processes on anti-bullying, reporting procedure for incidents of bullying and the role of teachers and other staff in addressing bullying and key staff contacts for wellbeing.
- Casual staff induction completed by the Head Teacher Administration.
- All faculty Head Teachers mentor and guide new staff through the school's practices and strategies to counteract bullying, as per the school's procedures.
- The Elderslie High School Handbook is distributed to all staff and includes information regarding the anti-bullying plan, bell times, school map, key contacts and safety and emergency information.
- All new staff will receive access and training to Sentral for reporting purposes.
- Early Career Teachers (ECT) are provided with professional learning and mentoring for implementing school wellbeing and behaviour management procedures.

## 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 topic
Ongoing	<ul style="list-style-type: none"><li>• Parent Bulletin articles – sharing of resources, information on Anti-bullying approaches and school supports when appropriate.</li><li>• Social media platforms – used to promote Anti-Bullying messages and programs to support a positive school environment.</li><li>• Parents provided with opportunities to participate in parent/carer information sessions with external agencies (when available).</li><li>• Student enrolment packages – includes details about EHS behaviour code for students, Anti-Bullying pamphlet and information about the Szymie platform.</li><li>• School Website – publish the Elderslie High School Anti-Bullying Plan</li><li>• P&amp;C Meetings – Welfare programs, support systems and behaviour codes presentations.</li><li>• Positive phone calls and letters home to celebrate and acknowledge student success.</li></ul>

Term 4	<ul style="list-style-type: none"> <li>• Year 6 to 7 Orientation Day - Welfare programs, behaviour codes for students and support systems outlined to parents.</li> <li>• Targeted transition programs for students with diverse learning needs.</li> </ul>
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### 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) and through the Thrive Wellbeing Program that is timetabled for all students once a week with lessons to support the needs of each year group focused on positive psychology and informed by the Berry Street Education Model.

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

- The Wellbeing Team – Head Teacher Welfare, Girls Supervisor, School Counsellors, Anti-Racism Contact Officer, Student Support Officers, Chaplain, Year Advisors and Deputy Principals
- Interagency communication and information sharing
- Referrals to external agencies including FCS service, ICAMHS and Headspace
- PBL Values – Respectful, Responsible and Reflective expectations for all settings are communicated to students.
- Junior and Senior Leadership Teams – promoting student voice, leading programs and initiatives to foster a positive school culture and promote mental health programs.
- Wellbeing team provides targeted and individual programs as needed.
- Learning Support Team that develop appropriate learning support plans.
- Targeted Transition to High School Programs for new enrolments identified as needing additional orientation and transition assistance to high school.
- Specific support is made available for both perpetrators and victims to learn to modify their behaviours and build coping skills.
- Student mediations and restorative practice reflection conversations.
- School House Teams to foster belonging and promote school culture and pride.
- Harmony Day, Multicultural Day, International Women's Day, NAIDOC Week and RU OK Day to promote compassionate and inclusive behaviours.
- Ongoing partnership with parents/carers and the wider community to report and eliminate bullying behaviour.
- Engagement with Police Liaison Officers for year group presentations to discuss topics such as bullying, cyber bullying, social media and technology and sexting and support for individual students where needed.
- Use of eSafety Commissioner resources to support students experiencing cyberbullying.
- Breakfast Club program – weekly to support students.
- New Student Buddy System and Year Adviser check in for newly enrolled students.
- The EHS Merit System recognising positive behaviours and demonstration of PBL values.
- Ongoing targeted programs presented by external providers and or wellbeing team to support the needs of individuals and targeted groups.
- Mentors provided for identified students.

**Completed by: Natalie Robinson**  
**Deputy Principal Inclusion and Support**

Signature: 

Date: 5/08/24

**Principal name: Jennifer Lawrence**

Signature: 

Date: 5/08/24