

# ANTI-BULLYING PLAN 2022

## Willoughby Girls 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.

### Willoughby Girls 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	Peer Support: Program between Year 7 and Year 10 students focusing on social and emotional skills and building resilience.
Term 1	Year 7 Transition to High School: Introduction the School Counsellor and Wellbeing Team, Meet and Greet with the SRC / Prefects / Leadership Team, Anti-Bullying and Safety at School Workshops.
Ongoing	Homeroom: Information which focuses on Wellbeing initiatives and key events e.g. National Day of Action against Bullying and Violence. Students are involved in activities which support a safe school environment and develop strategies to advocate against bullying.

Ongoing	Anti-bullying Flowchart: Information outlining how students can respond to acts of bullying, summary of the schools Anti-Bullying Plan and how to communicate with staff regarding bullying. Flowchart discussed during wellbeing days, homeroom and listed on schools website.
Ongoing	Explicit anti-bullying messages embedded throughout the curriculum and wellbeing days across school cohorts, based on identified needs. Year 7&8 <ul style="list-style-type: none"> <li>- Brainstorm Productions performance 'Backflips Against Bullying' which focuses on dealing with bullying</li> <li>- eSafety Commissioner 'Cyber Bullying' information and activities</li> </ul> Year 9&10 <ul style="list-style-type: none"> <li>- Black Dog Institute 'Mind Matters' looking at building resilience and mindset</li> </ul> Year 11&12 <ul style="list-style-type: none"> <li>- Life Ready sessions focusing on building resilience and changing mindsets</li> </ul>
Ongoing	Posters reinforcing positive social and emotional learning and strategies visible in all classrooms and prominent school areas. Common language used throughout the school.
Fortnightly	Year 7 Wellbeing Lessons: Explanation of support services available, wellbeing initiatives and workshops lead by Year Adviser,
Ongoing	Year Meetings: Year Adviser and Assistance Year Adviser discuss anti-bullying procedures and reinforcing school values and rules on bullying.

## 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
Fortnightly	Wellbeing Team Meetings: Year Advisers, Executive Staff, School Counsellors and Student Support Officer meet to discuss bullying incidences and issues surrounding student relationships.
Fortnightly	Staff Meetings: 'Wellbeing Whip Around' with staff. Year Advisers advise staff of wellbeing issues regarding cohorts and individual students.
Term 2	Principal and Head Teachers of Wellbeing participated in <i>Safeguarding Kids Together</i> 'Supporting social and emotional learning' – addressing understanding social and emotional competencies to identify how these skills can address bullying.
Term 3	Digital Devices and Online Services Procedure and 2022 Anti-Bullying Plan communicated to all staff.

## 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.

- Senior executive member speaks to all new staff, as part of the induction process.
- New staff are provided with student wellbeing handbook which details information shared with parents and students
- All new and casual staff members are provided with an introduction to the school's Anti-Bullying Plan, reporting procedures for incidents of bullying and the roles of the various staff members in the response process for addressing issues of bullying.
- All new and casual staff are provided with staff lists, and roles and responsibilities including Year Advisers, Head Teacher Admin and Wellbeing.
- Casual staff are provided with a casual teacher handbook which includes behaviour policy, anti-bullying plan, bell times, school map, key contacts and safety and emergency information i.e. risk management plans, medical emergencies and evacuation and lockdown procedures.
- All faculty Head Teachers will mentor and guide new staff through the school's practices and strategies to counteract bullying, as per the school's procedures.
- All new staff will receive access and training to Sentral for reporting purposes and are required to enter all reported incidences.
- All teachers need to ensure students concerns are addressed and reported.
- All staff to be directed to Professional Learning that is relevant to supporting student wellbeing.

## 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
Term 2	Parent Information Evening: Year 7 welcome night- identifying student supports including introduction to wellbeing staff such as Head Teachers, School Counsellors, Year Advisers, School Captains and previous Peer Support Leaders
Ongoing	Newsletter, School Website and social media pages used to reinforce the school's position on bullying and to provide information and advice to students and parents.
Term 1	Parent information booklet provided to parents and students at enrolment which outlines the processes to respond to bullying, harassment, discrimination and vilification.
Term 3 and 4	P&C briefed on Anti-Bullying Plan 2022

### 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.

- Harmony Day, Charities Day, Multicultural Day where students have the opportunity to share their talents, build relationships, form connections with other year groups and work towards achieving a common goal of appreciating diversity
- Surveys such as 'Tell Them From Me' to improve student wellbeing outcomes
- RAISE Program for targeted Year 8 and 9 students. Sessions may focus on managing friendships and developing self-confidence
- Termly targeted year group wellbeing days
- Wellbeing sessions run fortnightly throughout the year for all Year 7 classes
- Curriculum content in the areas of English, Drama and PDHPE support students in identifying, understanding and responding to bullying
- Wellbeing Week (run in conjunction with mental health week) focuses on positive mental health, anti-bullying related welfare programs and creating awareness of mental health support services
- School camps such as the Year 7 Orientation week camp and Year 11 Camp which focus on team building, facing challenges, building relationships, effective communication and in Year 11, building a growth mindset
- Year 12 Wellbeing Day – sessions on growth mindsets and goal setting
- Student Wellbeing Hub accessible through Sentral – provides support resources and strategies to support and manage student wellbeing
- Student self-referral forms to access school counselling services
- Wellbeing check in surveys ran by Year Advisers to identify issues regarding bullying, friendships and relationships
- Year 12 mentoring
- Risk management, disability provisions and PLP's for identified students
- Time out cards
- Year Advisers- at wellbeing team meetings identify students requiring additional support and connect to external services.


Completed by: Alexandra Stankovski

Position: Head Teacher Wellbeing

Signature: 

Date: 18/10/2022

Principal name: Adrienne Scalese

Signature: 

Date: 18/10/2022

