

ANTI-BULLYING PLAN 2023



Wellington 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.

Wellington High Schools' 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 through restorative practices 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
Term 1	Bullying is never Okay Wellbeing focus Resiliency
Term 2	Cyber safety Cares Do it for Dolly? Kindness
Term 3	Bullying No Way Are you Okay?

	Don't say it.
Term 4	Cyber bullying E- safety Commissioner November games Violence is never okay

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
Yearly	Communicate Digital Devices and Online Services Procedure and promotion of eSafety professional learning to all staff.
Yearly	Staff attend ongoing professional learning about best wellbeing practices in school contexts. Staff in key roles and positions attend relevant professional learning to ensure current and best practices are known and applied in our school context. Restorative Practices and Mental Health First Aid has been completed by 98% of all staff. Trauma Informed practices to be completed.
Fortnightly	Learning support team meetings – Discuss welfare issues, student concerns, and identify strategies to address bullying behaviour and promote unity amongst students. Responsibilities are assigned and support structures implemented to best assist all students. Student concerns are identified through LST referrals and also through conversations with staff across faculties, NASCA and Clontarf. SSO, Counsellors. WHIN and AEO's.
Term 2	Anti Bullying Plan 2023 update - Communicated to staff in meeting (Executive Meeting).
Ongoing	Staff Professional Learning – review school's Anti-Bullying Policy and Procedures, including role of staff members. Awareness of government documentation and information made available to parents.
Ongoing	Restorative Practices use of circles to resolve student issues. Professional learning. Experience sharing and mentoring.
Ongoing	The Resiliency Project- Professional learning, providing strategies to support students wellbeing.
Term 4	Whole staff debrief to review policies and procedures, discuss welfare issues, and identify strategies to address bullying behaviour and promote unity amongst students such as Mobile Phone Policy.

1.2 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.

- A member of the Executive Team speaks to all new staff, as part of the induction process.
- All new and casual staff are provided with Wellington High School' Induction booklet which includes a copy of the school's Anti-Bullying Plan, Student Behaviour Code and Millennium incident reporting procedures.
- Staff members are provided with a staff induction by an executive member this includes introduction to the school's Anti-Bullying Policy, 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 Advisors and Wellbeing Head Teacher.
- 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 to Millennium 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.

X School Anti- Bullying Plan X NSW Anti- Bullying Website X 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	Official Facebook page and weekly newsletter used to reinforce the school's position on bullying and to provide information and advice to students and parents.
Ongoing	Promotion of counselling and wellbeing services available to the community through school newsletter, website and social media platforms
Ongoing	Parental access to the Resilience Project Parental Hub and through school newsletter and social media platforms.
Ongoing	School Anti-Bullying Plan/Brochure given to all new parents.
Ongoing	2023 Anti Bullying Plan and Mobile and Digital Devices procedures communicated to Parents.
Ongoing	Promote <u>e-Safety parent courses</u> and <u>Headspace workshops</u> and resources through newsletters and Facebook.

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.

- South cares visit focus on positive relationships and mental health.
- Wellbeing Weeks focusing on connection.
- Cohort Leadership Teams - Each leadership team includes one Deputy Principals, one Head Teacher and three-Year Advisors. There is also a Supervisor of Girls, two AEO officers, WHIN and a Student Support Officer (SSO), who look after all year groups.
- The Resiliency Project- Fortnightly lesson for 62 minutes. These are designed to be mentorship style

lessons.

- Whole School Programs - National Day of Action, NAIDOC Week, Multicultural Day and R U OK Day, Bullying No Way, Do it for Dolly and Movember games.
- Mentor Programs - Clontarf and NASCA Girls Academy.
- Sporting Programs - Boys and Girls Rugby League Programs, Basketball and Volleyball Programs
- Leadership SRC - Leadership Camp. Two-day camp designed to develop leadership skills and enhance the student's personal skills.
- Life Ready - Life Ready is a mandatory 25-hour course designed to prepare and support senior students as they encounter situations related to health and safety as they become more independent and gain more responsibilities. It focuses on offering opportunities for students to build the functional knowledge and skills for life post school.
- Leadership Days - Selected students from all cohorts. Activities are designed to strengthen resilience, grit, team work and communication skills in students.

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