

Hay War Memorial High School

Anti-bullying Plan 2022

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.

Hay War Memorial 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
Terms 1 - 4	Behaviour code for students provided and signed by students on enrolment
Term 1	Bullying No Way! Day assembly and activity for students and staff
Terms 1 - 4	Positive Behaviour for Learning including incoming Yr 6 students Drumbeat program
Terms 1 - 4	Cyber Bullying whole school activities, Kids Helpline and Parent Line provided in school newsletters

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
Terms 1 - 4	Teaching and reinforcing respectful relationships by the Student Wellbeing Team
Terms 1 - 4	Positive Behaviour for Learning coaching and training for the Student Wellbeing Team
Term 1	Attending and participating in the Bully Zero activities
Terms 1 - 4	Staff and student ongoing training in Restorative Practices

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.

Student Behaviour Management Procedures booklet, including Positive Behaviour for Learning strategies are provided and discussed with staff when they enter on duty at the school.

Staff also receive a Staff Handbook which summaries the key areas and makes reference to the procedure booklets to be reviewed.

The Head Teacher of the faculty (executive staff member) speaks to new and casual staff when they enter on duty at the school in regards to the strategies preventing and responding to student bullying behaviour.

The Deputy Principal and Principal work with new executive staff when they enter on duty at the school, as part of the induction process.

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 topics
Term 1	Invitation for parents to attend the Bullying No Way! Day assembly - defining bullying and school supports
Terms 1 - 4	School website school, school newsletter, Social Media - managing on line behaviour, reporting, assistance
Terms 1 - 4	Parent meetings e.g. P&C, School Council - school supports, managing student behaviour
Ongoing	Tell Them From Me student survey feedback discussed at P&C and School Council

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.

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).

We build relationships between students, staff, parents/carers and community members through restorative practices and Positive Behaviour for Learning and relevant guest speakers/performers.

Completed by: Mr Yvan Chambers

Position: Principal

Signature: *Yvan Chambers*

Digitally signed by Yvan Chambers
Date: 2022.01.26 19:04:20 +11'00'

Date: 26/01/2022

Principal name: Mr Yvan Chambers

Signature: *Yvan Chambers*

Digitally signed by Yvan Chambers Date:
2022.01.26 19:04:46 +11'00'

Date: 26/01/2022