

# ANTI-BULLYING PLAN 2023

## Narrabri 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.

### Narrabri 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	Senior Executive (Principal and Deputy Principals) to discuss expectations, school values and address identified behaviours of need at whole school assemblies.
Term 1	Year 7 Advisor to regularly meet with new students during their first term of high school, to support their transition and development of positive peer relationships.
Ongoing	All Year Advisors to regularly discuss school values and expectations with students at Year Meetings, and revisit as required throughout the year.
Term 1	Introduction to all wellbeing staff; including school ARCO, outlining their roles, communication modes and locations.

Ongoing	PDHPE Curriculum content addressing respectful relationships, resilience, belonging and online safety: Year 7: <i>Adolescence and change</i> Year 8: <i>Respectful relationships</i> Year 9: <i>Building resilience; Teen talk and Shaping identity</i> Year 10: <i>Relationships, rights and responsibilities</i>
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## 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	Learning and Wellbeing team evaluate and implement effective student wellbeing programs and initiatives.
Termly	Communicate Anti-bullying Plan 2023 update to all staff and review staff responsibilities and procedures for responding to bullying termly and/or in response to critical incidences.
Ongoing	Promotion of <a href="#">NSW Anti-bullying website</a> and <a href="#">eSafety professional learning</a> for advice and resources to support Anti-bullying for staff, students and parents. The addition of <a href="#">eSafety</a> and <a href="#">Anti-bullying resources</a> to school's newsletters, Facebook and school website.
Weekly	Incident data review– executive to conduct weekly sweeps of bullying related incidents using Millennium data analysis and identify any trends in relation to bullying.

## 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.

- The principal speaks to all new staff as part of the induction process.
- Staff members are provided with a staff induction by an executive member; this includes, introduction to the school's Anti-bullying Plan, reporting procedures for incidents of bullying and the roles of various staff members in the response process for addressing issues of bullying.
- All new and casual staff are provided with a handbook consisting of staff lists, and roles and responsibilities, including year advisors and wellbeing coordinators.
- New and casual staff will receive a copy of the school's Anti-bullying Plan upon commencement of employment.
- Casual teaching staff will receive copies of relevant documents and be inducted by an executive staff member.
- 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 training and 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.

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	Facebook page and newsletter used to reinforce the school's position on bullying and to provide information and advice to students and parents.
Term 1	P&C consultation on updated 2023 Anti-bullying Plan.
Term 1	2023 Anti bullying Plan published in newsletter and website.
Termly	Wellbeing school supports, including ARCO roles and responsibilities, outlined in newsletter, website 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.

- 'Ready for Life' camp for Year 11
- GOLD, SILVER and BRONZE levels system
- GOLD reward days
- Raise - early intervention, evidence-based mentoring for young people
- Clontarf – exists to improve the education, discipline, life skills, self-esteem and employment prospects of young Aboriginal and Torres Strait Islander men
- RISE - awards for respect, involvement, success and engagement
- Year 9 and 10 career enhancement – equips students with valuable skills to help with future studies and employment
- PCYC- 'Fit for life' and 'Fit for work'
- NAIDOC Week
- School Support Officer wellbeing initiatives e.g. Harmony Day, International Women's Day, RUOK Day
- Students complete the *Tell Them From Me* Survey (Term 1 and 3), with dedicated section on bullying. This data is used to determine the degree of bullying in our school.
- Counsellor access
- School's Ministry Worker
- Year excursions and/or camps that focus on relationships and fostering group cohesion.

Completed by: Brad Graham

Position: Deputy Principal

Signature:



Date: 06/02/2023

Principal name: Simon Warden

Signature:



Date: 06/02/2023