

# ANTI-BULLYING PLAN 2023

Blacktown 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.

### Blacktown 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
Term 1	Behaviour code for students communicated through Connect. There is a specific focus for the presentations on anti-bullying,
TBA	YEO - Youth Education Officer presentations to each year group on cyber bullying
ALL year	Integrated into the scope and sequence for CONNECT sessions. CONNECT is delivered fortnightly to students in years 7-12.
	Peer Support program Year 10 leaders

## 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
Term 1	Nip it in the bud approach (Safe Schools) encompassing wellbeing, attendance
Terms 2, 3, 4	Case study scenarios in wellbeing / attendance / learning / behaviour
When required	Updated plans are emailed to staff, available to all staff on Sentral and team meeting held to distribute information for all respective staff.
Annual	Mandatory Training PL (Child protection etc.)

## 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 (or delegate) speaks to new executive staff when they enter on duty at the school, as part of the induction process.
- Information is provided in a handout to teaching staff when they enter on duty at the school as part of their induction session.
- Regular casual staff members are included in the delivery of relevant sessions at Staff Meetings.
- All staff are invited in regular team meetings.

## 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 1	Parent Information Sessions - School Behaviour Code
Updated when required 	School website - Anti-bullying links including DoE policy and procedures and external organisations
At least once per semester 	School Facebook - supporting a positive school environment

## 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.

- CONNECT sessions occur fortnightly for years 7-12, with an alternate structure for year 12. These sessions embed the principles of the 'Wellbeing Framework' and 'Wellbeing' module from the 'What Works Best Framework', as well as SAFE Minds (Headspace)
- providing access for mental health promotion, prevention and intervention
- a focus in the School Plan 2021-2024
- co-curricula groups that help to build connectedness, positive relationships and resilience
- targeted small group sessions with a specific focus e.g., building resilience led by a member of the Wellbeing team

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