



Sarah Redfern High School Anti-Bullying Plan 2023

What is bullying?

Bullying behaviour has three key features:

- it involves the intentional misuse of power in a relationship.
- it is ongoing and repeated.
- 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.

Sarah Redfern 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.

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 Topic
Ongoing	The DoE Behaviour Code for Students is presented to students and families at the start of the school year. Each term, students are reminded of the code.
Fortnightly assemblies	Assemblies address a range of topics including anti-bullying, diversity, inclusion, safe behaviour and acceptance.
Fortnightly year meetings	Year meetings are led by the Year Advisor with the support of the Head Teacher Wellbeing. Meetings address a range of topics aligned with student wellbeing as well as topics that are age appropriate. The Year Advisor discusses with the grade safe, respectful relationships and what students should do if they feel they need assistance.
Ongoing	Federal and state government endorsed awareness and celebration days are presented at school assemblies such as Harmony Week and R U OK Day. There may be other activities that students engage with on the day or during the week. There may be other wellbeing presentations or activities that are scheduled during the year eg presentations by the Police Youth Liaison Officer.

1.2 Staff Communication and Professional Learning

Staff will be supported with professional learning that provides evidence-based strategies to encourage and teach positive social and emotional wellbeing and discourage, prevent, identify, and respond effectively to student bullying behaviour.

Dates	Communication Methods and Topic
Term 1	<ul style="list-style-type: none"> Staff Development Day induction process. Annual child protection update/training. The NSW Behaviour Code for Students presented to staff
Term 1	<ul style="list-style-type: none"> Wellbeing and Learning Support team staff professional learning in relation to specific needs and student support
Terms 2-4	<ul style="list-style-type: none"> Berry Street Education Model professional learning. Resource packaging for identified school events eg R U OK Day and Harmony Week. Professional learning delivered by School Counsellors and Wellbeing team on diversity, identifying and responding to bullying
Ongoing	<ul style="list-style-type: none"> Professional dialogue and communication relating to student relationships and wellbeing. Individual PLP's shared and communicated with staff.

	<ul style="list-style-type: none"> • Promotion of NSW Anti-bullying website for advice for staff, students and parents.
Annually	<ul style="list-style-type: none"> • Executive meeting/conference: review of Wellbeing Procedures, Staff PL on SDD as necessary in response to any incidents. TTFM data shared and actioned. • Wellbeing Professional Learning Day

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 Head Teacher Administration to upskill new and casual staff when they enter on duty at the school.
- The Principal or Deputy Principal to inform executive staff in relation to their specific role in responding to and managing behaviour.
- The Head Teacher Literacy and Numeracy to inform early career teachers in relation to the school’s processes in responding to and managing bullying behaviour.
- All staff can access information in relation to the anti-bullying plan within the digital staff handbook.

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 website:

- School Anti-bullying Plan
- Anti-bullying website
- Department of Education Behaviour Code for Students

2.2 Communication with Parents and Carers

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	School website with links to appropriate information and support services.
Week 5 and Week 10 Open Night and Parent Information Evenings	Parent Forums occur after school hours each term in weeks 5 and 10 and address a range of topics including student wellbeing. Parents and carers have the opportunity to request a Forum on a particular topic or theme.
Each term	School newsletter with updates and information that may be relevant to parents and carers.
Ongoing	Social media: Sarah Redfern High School Facebook, Instagram and Twitter pages.

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.

- Year meetings occur each fortnight that support students in building positive relationships and educate students on what is classified as bullying and what is conflict and how they can be managed.
- The school engages with the Tell Them from Me survey: Students have an opportunity twice a year to provide anonymous feedback to the school about bullying. Parents and teachers engage with the survey once per year.
- Wellbeing activities conducted at break times that students can voluntarily engage with. The Wellbeing Hub takes place twice a term and has a particular wellbeing focus in each session. 'Chill Out Tuesday' and 'Friday Fun Day' take place each week with a range of activities that are led by the Student Support Officer with students voluntarily participating.
- Wellbeing performances on anti-bullying that visit the school and provide an alternate perspective to bullying and overcoming bullying.

Completed by: Tom Stubbs

Signature: 

Position: Head Teacher Wellbeing

Date: 11 May 2023

Principal name: Diana Kelly (relieving)

Signature: 

Date: 11 May 2023