

ANTI BULLYING PLAN 2021

IRRAWANG 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.

Irrawang 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 incorporated into the "Bullying No Way" day
Term 1	Bullying No Way Day and Harmony Day Assembly and workshops for students
Terms 1-4	Positive Behaviour for Learning Weekly Assembly
Terms 1-4	Positive Behaviour for Learning Weekly Lesson

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 in the Positive Behaviour for Learning meetings
Terms 1-4	Positive Behaviour for Learning weekly PBL team meeting
Terms 2-4	Involvement in weekly PBL meetings and lessons
Terms 1-4	In-school refresh and induction PBL training in staff meetings

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.

PBL Behaviour Management Plans and PBL procedures are provided in a folder and handout when they enter on duty.

Staff also receive a Staff Induction Handbook which summarises the key areas and makes reference to the PBL procedures and practises that are the school's approaches and strategies to prevent and respond to student bullying behaviour.

The Head Teacher of the Key Learning Areas, support new and casual staff when they enter for duty at the school in regards to PBL Behaviour Management Plans and PBL procedures in regards to strategies preventing and responding to bullying behaviour.

The Principal speaks to new executive staff when they enter for duty at 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 topic
Term 1	Tell Them from Me parent/student , PBL student voice,
Terms 1-4	Monthly school newsletter, School facebook page, School website, school communication in managing behaviour 
Terms 1-4	Monthly P&C Meetings, Youyoong AECG, Community PBL meetings
Term 3	Tell Them from Me student surveys

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 is a Positive Behaviour for Learning school. PBL makes use of the framework approach of providing universal, targeted and intensive support strategies for students and staff. PBL utilises data to identify areas of behaviour that need addressing and systems and practices provide a program of strategies that reinforce positive values in behaviour in classrooms with a corresponding improvement in learning across the school.

At Irawang High School, we aim to build high expectation relationships between students, staff, parents/carers and community members through community PBL and in partnership with our partner public schools.

Completed by: Mr Paul Baxter

Position: Principal

Signature:



Date: 11/2/2021

Principal name: Mr Paul Baxter

Signature:



Date: 23-2-2021