

# Port Hacking High School

## Anti-bullying Plan 2020

**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.

### Port Hacking 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 in which bullying is not accepted.

Dates	Communication topics
March term1	Police Youth Liaison Officer presentation to all years in regard to Cyber safety and Anti bullying strategies and Code of Conduct, Diary used for student and parent Guidance. Wellbeing Management explained to Parents and students at Orientation
June Term 2	Year 7 Assembly Code of expected conduct and harassment reporting, to Wellbeing staff and or student identified Staff member as part of individualised support network.
Feb Term1	Peer Support discussion on Anti-Bullying procedures and reporting as per wellbeing student management system
Term 1-4	All students participate in presentations specifying Port Hacking "Values", cyber safety and Anti Bullying Policies. Strategies utilised include; referral to counsellors, Rock and Water, Project Youth community Liaison, Teacher Mentoring, Parental Meetings, Peer Mentoring, Police Youth Liaison Officer contact, E-smart Anti Bullying programs, Mindfulness, Mental Health Day and "Stop Think and Do".

## 1.2 Staff communication and professional learning

Staff will be supported with professional learning opportunities that provide 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
Term1-4	Wellbeing Team undergo Accidental Counsellor PL, PL session on Anti- Bullying Website .Rock and Water Training,
Term 1-4	Discussion and the identification of the Wellbeing of students, through Staff meetings, Wellbeing and Learning Support meetings and as part of the Tuesday and Thursday Staff communication meetings.
Term 3-4	Professional Reading and Links to Wellbeing Strategies- Student Wellbeing Hub,
Term1-4	Application of Accidental Counsellor strategies by the majority of staff to student interactions, Be You – a major new mental health initiative for schools for the Wellbeing Team

## 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.

ΔAll new and casual staff are supplied with a School handbook which includes a copy of the Anti- Bullying Plan with a Student Management Plan with processes and Anti-Bullying strategies, when they enter the School.

ΔThe Administration Head Teacher for Casual Staff, Deputy Principal or Faculty Head teacher speaks to new staff when they enter on duty at the school.

ΔThe Deputy Principal or designated staff speak to 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 or as the person being bullied or as the person witnessing the bullying behaviour).

The following are published on our school's website.

School Anti-bullying Plan

NSW Anti-bullying website

Port Hacking Way

Student Wellbeing Hub

Student Management Plan

Wellbeing Plan



## 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 1-4	P&C, School Wellbeing strategies are discussed as required such as positive psychology, through Parent information night and School Web page
Term 1-4	School website and Deeban newsletter, covering positive wellbeing initiatives such as Anti Bullying. Special event days including Mental Health day, White Ribbon Day and National Anti-bullying Day.
Term 2	Parent Teacher night with specific student, needs based discussions with parents over Wellbeing issues
Term 2,3,4	Mindfulness, Rock and Water, Programs for identified students with Wellbeing concerns

## 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 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.

1. Wellbeing Programs at Port Hacking High School have a sound background based on data emphasizing the social - emotional benefit for our students. Program such as Mindfulness and Rock and Water have a large Positive Psychological aspect to them. They reinforce self awareness and self esteem.
2. Strategies such as Police Youth Liaison Officer visits, Cyber Safety and Anti Bullying presentations that provide strategies to enable all our students to deal with Bullying not only in the school community but later in life.
3. The Peer Support program and Crossroads program provided by the PDHPE department provide explicit teaching for our students, embedding knowledge and positive experiences that reinforce the importance of positive decision making in life.
4. Port Hacking High School is a community focused on producing, enabled, happy, well rounded students for society.

## Procedures for dealing with reported or observed bullying are outlined in Appendix A

Completed by: Mr H Papangelis \_\_\_\_\_

Position: Head Teacher Welfare \_\_\_\_\_

Signature:  \_\_\_\_\_ Date: 28/01/20 \_\_\_\_\_

Principal name: Mr Brett Hugo \_\_\_\_\_

Signature:  \_\_\_\_\_ Date: \_\_\_\_\_