



ANTI-BULLYING PLAN 2022

Kellyville 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 detail 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.

Kellyville 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	<p>Anti-bullying strategies delivered by the wellbeing team focus on strength of character, understanding the motivations behind bullying, and bullying prevention:</p> <p>Year 7: Term 1 Transition; Term 2 Respectful relationships; Banter vs Bullying</p> <p>Year 8: Term 1 Conflict resolution; Term 2 Strength and Shine</p> <p>Year 9: Term 1 Healthy Relationships</p> <p>Year 10: Term 2/3 Headstrong</p>
Ongoing	<p>PDHPE Curriculum focus on bullying for Year 7 (mainstream and IEF): one unit of work on bullying and another on cyber-bullying</p>

Ongoing	Student designed anti-bullying mural used to promote the school's stance on bullying and display anti-bullying messages e.g. "Don't be a bystander be an upstander" serves as a visual reminder to all students. Located at the front of the assembly
Term 1	Diary lesson for Year 7 re: anti-bullying. Our stance on anti-bullying is clearly portrayed in the Year 7 student diary
Term 2	Cyber Safety talks with Police Youth Liaison Officer and year advisors addressing issues surrounding digital citizenship, anti-bullying, cyber-safety and team building across all year groups
Term 3 and 4	Drama performances by external organisations e.g. Verbal Combat; The Hurting Game; Sticks and Stones on bullying, cyber safety, resilience for Years 7-11
Term 3 and 4	Peer mediation training – Year 9 leaders to be trained on social and emotional (SEL) lessons that address student bullying behaviours and promote social skills.

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 2	Anti-bullying Plan update provided to all staff in whole staff meeting
Weekly	PBL incident data review: Executive and Welfare Team conduct weekly sweeps of bullying related behaviours using SENTRAL data analysis and identify any trends in relation to bullying
Term 2	Communicate Digital Devices and Online Services Procedure and promotion of eSafety professional learning to all staff
Postponed 2023	Accidental Counsellor training for welfare staff
Consultation stage	Welfare conferences with a focus on anti-bullying: Involve listening to student voice on ideas that could be adapted at school.

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.

- Staff members are provided with a staff induction by an executive member including the school's Anti-Bullying Plan, reporting procedures for incidents of bullying and the roles of the various staff members in the addressing issues of bullying.
- All new and casual staff are provided with staff lists, and roles and responsibilities including Year Advisors and Wellbeing Coordinators.
- New and casual staff will receive a copy of the schools' Anti-bullying Plan upon commencement of employment.
- Casual teaching staff 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 Anti-bullying Plan.
- All new staff will receive access to Sentral for reporting purposes and are required to enter all reported behaviours.
- All teachers need to ensure students concerns are addressed and reported.
- All staff are 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
Termly	Parent and Citizen (P&C) meetings cover defining student bullying and school supports. P&C consultation on updated 2022 Anti-bullying Plan
Ongoing	School Facebook page and monthly newsletter used to reinforce messages about student bullying behaviour and to provide information and advice to students and parents
Term 2	The Anti-bullying Plan and Digital Devices and Online Services Procedure published in the school's newsletter and website
Ongoing	Police Youth Liaison cyber safety talks to parents, caregivers, and community members
Ongoing	School Bytes – email communication with parents. Parents provided with Anti-bullying Plan. Parents are emailed weekly with school information that includes important links to SchoolTV or resources for them to access.
Ongoing	School TV subscription made available to students and the school community which has regular articles and videos on bullying. These are also linked to the school newsletter https://schooltv.me/

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.

- Positive Behaviour for Learning (PBL)
- RUOK Day

- The School Wellbeing Program: Fortnightly wellbeing sessions
- Year 6 to 7 Transition Program and Orientation
- Years 4 and 5 Orientation Program
- Peer Mediation Program
- PDHPE and English curriculum focus on bullying
- Year group theatrical performances with a focus on bullying and cyberbullying
- Police Youth Liaison Talks to individual year groups
- Police Youth Liaison Talks to Parents, caregivers and community members
- Kellyville High School Internet contract
- Peer tutoring
- Forge Wellbeing
- Counsellor access
- Anti-bullying cards outlining the school's anti-bullying pledge and student support services given to all new students and students experiencing difficulty
- SchoolTV subscription
- Students complete the Tell Them From Me Survey (Term 2 and 4), with dedicated section on bullying. This data is used to determine the degree of bullying in our school.

Completed by: Denise Maloney

Position: Deputy Principal

Signature:

Date: 14/11/22

Principal name: Tim O'Brien

Signature: 

Date: 14/11/22