

ANTI-BULLYING PLAN 2023

Northlakes 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.

Northlakes 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 - 4	Behaviour code for students is reiterated at regular HCI assemblies throughout Term 1 - 4
Term 2	Harmony Day Celebrations and Assemblies promoting inclusion, acceptance and harmony amongst students and the school community.
Term 3	National Day Against Bullying Awareness on HCI and reflection in Term 3 Stage Assemblies
Term 3	Wear in Purple Day and associated HCI assembly - promoting inclusion for students on the Rainbow Spectrum in and around the school community.

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	Learning to Learn years 7 - 9 teachers provided lessons related to respectful relationships.
Term 1	Communication of NHS's Anti-Bullying Plan to Executive Staff to thereafter communicate to faculties.
Term 1 - 4	Wellbeing Section of the Executive Meeting Agenda to communicate key learning to HTs re Anti-Bullying Plan and interventions at school.
Term 3	Presentation of Anti-Bullying and Positive Relationship Strategy to whole staff and staff meeting.

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.

Anti-Bullying and Positive Relationships Strategy to be included in the NHS Staff Handbook for all new and casual staff.

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 - 4	Year 7 Meet and Greet Afternoon and Year 6 to 7 Transition activities - introduction of 2024 YA and Wellbeing Team and their role in the intervention of bullying at NHS.
Term 1 - 4	Social Media Communication of community agencies who work with the school to support student wellbeing.
Term 2	Communication with School Community re Wellbeing Staff at NHS and supports for students.
Terms 1 - 4	Social Media Communication re Wellbeing Programs and Wellbeing Days that promote positive relationships and school culture.

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.

- Learning to Learn lessons 7 - 9 with focus on Behaviour Policy, PBL, Positive Relationships and Wellbeing topics.
- Wellbeing events and days that focus on the need of the cohort and foster positive relationships (Harmony Day, Wear in Purple Day, Biggest Morning Tea, National Day of Action Against Bullying, Are you OK Day)
- Inclusion of Police Liaison Officer presentations addressing concerns re cybersafety, responsible and digital citizenship, health and positive relationships
- Primary to High School Transition and Discovery Days to promote positive school relationships
- PBL House System and HCI to encourage pastoral care by HCI teachers and build rapport amongst House Groups

Completed by: Mrs Melanie Butlin

Position: HT Wellbeing

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