

ANTI-BULLYING PLAN 2023

Robert Townson 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.

Robert Townson 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 and whole school expectations. Expressly state no tolerance for bullying.
Term 2	Respect for peers and staff. Discuss appropriate language and speaking with our school community.
Term 3	Reinforce iteps to address bullying and taking a stand against bullying (bystander behaviour).
Term 4	Revise what bullying is and what to do if someone is being bullied.

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	Training in RIOT - Resilience in Our Teens.
Term 2	Revisit School Anti-Bullying Plan, DoE Policy and Student Behaviour Code. Twilight for teachers on RIOT.
Term 3	Continuing roll out of PB4L and cementing core expectations of Safe, Respectful, Learners, Belong.
Term 4	Strategies for responding to bullying behaviours in the classroom.

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.

New Staff

Information on Anti-Bullying is within the Staff Handbook given to all new staff. PB4L processes will be included in this handbook as they are evolving throughout 2023.

Casual Staff

Casual staff will also have access to the Staff Handbook to ensure consistency in application of these procedures.

Practicum Teachers (Pre-Service Teachers)

A modified version of the Staff Handbook for Practicum Teachers is provided to them on commencement of their practicum.

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	Copy of Student Behaviour Code for Students sent to all parents.
Term 2	Information sent to on RIOT. Community Forum on Positive Behaviour 4 Learning (PB4L) program.
Term 3	Reminder of core expectations in school newsletter. Parent workshops on RIOT through ParentShop.
Term 4	DoE Antibullying Parent and Carers Website sent to parents along with link to eSafety Commissioner.

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.

Robert Townson High School is embedding the following programs and processes into our school:

- Resilience in Our Teens, including dedicated lessons for students.
- Positive Behaviour 4 Learning (PB4L).
- Targeted checkins with students.
- Individual behaviour response plans.
- Implementation of Functional Behaviour Analysis to support target interventions for specific students.
- Implementation of school wellbeing programs such as Rock and Water.

Completed by: Emma Townsend

Position: Deputy Principal

Signature: *Emma Townsend*

Date: 11/05/2023

Principal name: Adam Kerr

Signature: *Adam Kerr*

Date: 11/05/2023