

ANTI-BULLYING PLAN 2024

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.

This will take place at Year Meetings and/or Whole-School Assemblies.

Dates	Communication Topics
Term 1	Whole-school expectations communicated with students. Expressly state no tolerance for bullying. Reminder of staff contacts including Classroom Teachers, Year Adviser and Student Support Officers. Communicate self-referral process to students to receive support from the Wellbeing Team. Stage 4 talks about cybersafety, threats and bullying by our Police Youth Liaison Officer.

Term 2	Stymie introduction and launch with students and parents.
Term 3	Whole-school recognition of National Day of Action against Bullying and Violence - August 16th 2024. Stage 4 Backflips Against Bullying presentation.
Term 4	Transition program with Years 6 into 7

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	Student Behaviour Strategy Professional learning and a Revision of the PB4L system. Wellbeing staff review of the Peer Mediation and Peer Support procedures.
Term 2	Supporting our Students Mental Health professional learning run by our Psychology and Wellbeing Coordinator (May). Review of the referral process for bullying in the classroom.
Term 3	Continued rollout of the PB4L system and cementing core expectations of Safe, Respectful, Learners, Belong. Strategies for responding to the bullying in tandem with the National Day of Action against Bullying and Violence
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 2024. All new staff participate in an induction program to increase their understanding of wellbeing processes in the school, including incidents of bullying amongst students.

Casual Staff

Casual staff will also have access to the Staff Handbook to ensure consistency in application of these procedures. All new staff participate in an induction program to increase their understanding of wellbeing processes in the school, including incidents of bullying amongst students.

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	Email to families regarding contacts for Wellbeing concerns including bullying sent by HT Wellbeing on behalf of the team.
Term 2	DoE Anti-bullying Parent and Carers Website to be sent to parents along with a link to the e-Safety commissioner. Stymie introduction and launch with students and parents.
Term 3	Communication about the National Day of Action against Bullying and Violence - August 16th 2024
Term 4	Parent Forum about supporting students.

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.
- Whole-school Positive Behaviour 4 Learning (PB4L) system
- Individual behaviour support plans where relevant
- Implementation of Functional Behaviour Analysis to support target interventions for specific students.
- Self-referral and staff referral processes to the Wellbeing Team, Aboriginal Education Coordinator and Anti-Racism Contact Officer for individual student check-ins

- Implementation of Universal and Targeted school wellbeing programs such as SOAR, Backflips for Bullying, Tomorrow Man, Tomorrow Woman, Mindful Boxing, the RISE program and Getting Your Head Right for the HSC.
- Regular student interviews with Police Youth Liaison Officer to address concerns related to bullying.


Completed by: Mary Jo Hernandez

Position: Head Teacher Wellbeing

Signature: 

Date: 8/4/2024

Principal name: Adam Kerr

Signature: 

Date: 8/4/24