

# ANTI-BULLYING PLAN 2021

## Turrumurra 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.

### Turrumurra 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 (week 1) Immersion Week activities and Digital Thumbprint (week 1)
Term 2	Raise Mentoring Project (weeks 1 - 10) The Benn Project - student behaviour and strategies (week 1 - 8)
Term 3	Raise Mentoring Project (weeks 1 - 10) Wellbeing Day and Year Meetings (Week 6)
Term 4	R U OK Day activities (week 2) Wellbeing Day and Year Meetings (Week 6)

## 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	Staff meeting - Teaching and reinforcing respectful relationship (week 1) Training - managing potential aggression (week 1)
Term 2	Staff Interest Teams - wellbeing training (week 3,5 and 7) Welfare Team meetings (weeks 5 and 9)
Term 3	Staff meeting - Teaching and reinforcing respectful relationship (week 1) Staff Interest Teams - wellbeing training (week 3,5 and 7)
Term 4	SAFE Minds Program - introduction and training for all staff (week 2) Welfare Team meetings (weeks 5 and 9)

## 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.

Information is provided in a hand book to staff when they enter on duty at the school (Head Teacher Administration) and an executive staff member will speak to new and casual staff when they enter on duty at the school (Principal, Deputy Principal and / or the Head Teacher Administration)

As part of the induction process, a Senior Executive member of staff (Principal and / or Deputy Principals) speaks to new executive staff when they enter on duty at the school.

Faculty Head Teachers will support new and casual staff implement the relevant strategies as required.

## 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
Updated all year around	School website - Defining student bullying and school supports Parent and Community Meetings - contribute to decision-making, developing policies and management plans
Updated all year around	School Facebook and school newsletters - strategies and links to additional resources / support groups Wellbeing Website - accessible for all students parents and carers
Updated all year around	Behaviour expectations information provided to all new families (all students sign) Parent / Carer emails and Seminars - support, strategies and transition to high school evening
Updated all year around	Additional School Websites - Emotional Health @ THS, <a href="https://turramurrahigh.emotionalhealthandwellbeing.com/">https://turramurrahigh.emotionalhealthandwellbeing.com/</a> and School TV - THS

## 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.

- 1) Anti-Bullying Policy that is in the staff handbook
- 2) Wellbeing Scope and Sequence (identification of all activities that are done throughout the year)
- 3) Emails to students regarding resources and school support plus 'I want to be safe' reporting document on website for students
- 4) Year Group Google Classroom (google document check-ins by Year Adviser and sharing of support available)
- 5) Wellbeing Framework that is within the schools 3 year plan - planning, implementation and evaluation of our processes
- 6) Whole school rewards system (turra, certificates, top achievers lunch and presentation night)
- 7) Extra Curriculum activities (Urban Challenge, Year group camps, Big Hill fitness club, debating, social inc., drama groups, music groups, music and fitness podcasts, home economics food days and stalls)
- 8) Supportive Days - Wellbeing Days, R U OK Day activities, themed unity day, mental health week check ins,
- 9) Student Leadership Team - events and competitions
- 10) Careers Initiative - 'Giving Back Day' (students support teachers / faculties by helping out)
- 11) Community events - Anzac Day service, performances at local care homes)

Completed by: Mitchell Day

Position: Head Teacher Welfare and Learning Support

Signature:



Date: 08/11/21

Principal name: David Arblaster

Signature:



Date: 08/11/21