

Birrong Girls High School Anti-bullying Plan

NSW Department of Education

BIRRONG GIRLS HIGH SCHOOL Anti-bullying Plan 2024

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 (<https://antibullying.nsw.gov.au/>) provides evidence based resources and information for schools, parents and carers, and students. Students are encouraged to visit the website to support the whole-school prevention, early intervention and response approaches and strategies for student bullying behaviour.

Birrong Girls 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 are outlined and information is presented to promote a positive school culture where bullying is not accepted.

DATES	COMMUNICATION TOPICS
TERM 1	Year meetings outlining our school Anti-bullying Policy, Plan and procedures. Weekly whole school assemblies promote positive engagement, positive and respectful relationships; GEM through the RP program and weekly wellbeing lessons- focussing on gratitude, empathy, kindness, mindfulness and emotional literacy and building resilience. Year 7 and 8 "Just Like You" presentations.

	Achievement Assemblies, SRC Harmony Day and Social Justice team promoting positive citizenship
TERM 2	Present Anti-bullying Policy, Plan and procedures to staff. Year meetings and weekly assemblies promote achievement, positive engagement, positive relationships; build a sense of sisterhood and belonging to the BGHS family; RP program and GEM integration across school and building resilience. Digital Thumbprint Presentations Yrs 7, 8, 9 and 10 cover responsible and respectful use of technology and digital platforms.
TERM 3	Year meetings and weekly whole school assemblies promote positive engagement, positive and respectful relationships
TERM 4	Year meetings and assemblies promote achievement, positive engagement, positive relationships; GEM, Resilience Building

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 Professional Development Days and PL for Resilience Project implementation; Staff Meetings- RP, School core values, Effective Classroom Management, Weekly Welfare Team Meetings
TERM 2	Anti-bullying Policy Presentation at Staff Meeting, Staff Professional Learning for the Resilience Project, Weekly Welfare Team Meetings
TERM 3	Staff Meetings, Weekly Welfare Team Meetings,
TERM 4	Staff Professional Development Days – RP, Welfare Team PL day

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 and casual staff will be informed about the school's approaches and strategies to prevent and respond to student bullying behaviour, in a variety of ways including:

- * New and casual staff during their induction to the school are provided with the Casual Teachers Support Kit. This document outlines the responsibility of staff in relation to the school's anti-bullying policy and provides links to the school anti bullying policy.
- * Regular Casuals are provided access the RP program resource hub
- * New staff induction with Senior Executive Team.
- * Information is provided in a handbook to staff when they enter on duty at the school.
- * An executive staff member is assigned as a mentor to new permanent and long-term temporary teachers when they enter on duty at the school.
- * The Principal speaks to new executive staff when they enter on duty at the school, as part of the induction process.

2. Partnerships with Families and Community

BGHS plans and delivers parent and community workshops on various topics to improve parent/carer engagement and support of student learning. The workshops and meetings focus on content and strategies that support parents at home to improve student learning, attendance, and behaviour. Regular P&C meetings are held to communicate to our parent body. Our school community can access school content about programs and events through our school Bulletin and regular posts on our social media platforms. 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:

- ✓ 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 TOPICS
TERM 1	Parent Teacher Interviews or contact, Birrong Bulletin, School Website, School P&C Meetings, Parent Elevate Education Webinars, Welcome BBQ, Parent Workshops
TERM 2	Parent Teacher Interviews or contact, Birrong Bulletin, School Website, School Facebook and Instagram pages/posts, School P&C Meetings, Parent Elevate Education Webinars, Parent Workshops
TERM 3	Birrong Bulletin, School Website, School Facebook and Instagram pages/posts, School P&C Meetings, Parent contact
TERM 4	Birrong Bulletin, School Website, School Facebook and Instagram pages/posts, School P&C Meetings, Parent contact

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).

Example of other ways our school will embed student wellbeing and positive behaviour approaches and strategies in practices include the following:

* Implementation of **whole school Resilience Project program**, including weekly lessons.

*Implementation of RIOT Program

* Year Meetings covering topics: Anti-bullying Plan, School Values, positive relationships, gratitude, empathy, kindness, mindfulness, building resilience, pride as a year group; positive self –esteem.

*Weekly assembly items focusing on positive role models, citizenship and student achievements.

- *The School Merit System encouraging, acknowledging and rewarding students for positive commitment and participation in school as well as students demonstrating the GEM qualities of gratitude, empathy and kindness and mindfulness.
- *Student Representative Council, Prefect Body, Social Justice Team and the Environmental Team which provide student leadership and awareness of social issues.
- *Peer Support Program to enable a supportive transition from Year 6 to Year 7 and provide effective communication and negotiation skills training for all Year 10 students.
- *Anger Management Program for targeted students.
- *Digital Thumbprint workshops focussing on awareness about legal and safe use of technology.
- *Crime Prevention workshops with School Police Liaison Officers focusing on the effects and consequences of harassment, bullying and cyber bullying.
- *Student at Risk early intervention programs (SSO, AYC -Youth Empowerment Program, Transition Teacher, Stewart House, Headspace)
- * Elevate Education Study Skills Workshops for Yrs 7 to 12
- *Yr 11 "Are you HSC ready? Program
- *Year 7 and 8 "Just Like You" presentation, on awareness and acceptance of others' differences and disabilities.
- *Motivational Presentations and Guest Speakers.
- *Harmony Day activities.
- *Provision of "Safe Spaces" for students e.g. library before school and during breaks, choir, school band, chess club, games club, Homework Centre

Completed By: Cathy Salvagio Position: Head Teacher Student Wellbeing

Signature: Cathy Salvagio Date: 16 Feb 2024.

Principal Name: (Relieving) Renee George

Signature: R George Date: 16/2/24

Reviewing dates

Last review date: 16/2/24

Next review date: 16/2/25