

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.

Evans 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
Fortnightly	Behaviour in a respectful and trustworthy manner
Termly	Reminders about why bullying is not accepted and who students can turn to for help
As needed	Presentations from external providers such as our local School Liaison Police



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 Development Day 1 - School Induction
Fortnightly	Teaching and reinforcing respectful relationships through wellbeing lessons
Yearly	Staff Professional Learning on the Behaviour code for students

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 to all new and casual staff in a handbook when they enter on duty at the school.
- The Head Teacher Administration speaks to casual staff when they enter on duty at the school.
- The principal speaks to new staff when they enter on duty at the school.
- The principal or their delegate runs the induction process for all new staff to the school.
- Beginner teachers attend an induction and Beginner teacher program.
- Preservice teachers are provided information in a handbook by the Practicum Coordinator and are supported by their Supervising teacher.

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.

- 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	Meet the Teacher Afternoon & Open Night
Termly	Newsletter
Terms 1-4	School website with links to NSW DoE anti-bullying and wellbeing information
Yearly	Parent/Teacher Evenings
As required	Social Media platforms

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.

- Provide students with specific and targeted Positive Behaviour for Learning examples that reinforce school-wide behavioural expectations of being respectful, trustworthy and motivated.
- Students complete wellbeing lessons each fortnight
- PDHPE 7-10 Units of work (Healthy Minds, Let's Get Along, Inclusion)
- Assemblies that recognise positive behaviour, effort and achievement
- Referral to our Student Support Team
- Student Programs (Love Bites, Rock and Water, Top Blokes, Thrive Girls)
- Utilise the school counsellor to support student wellbeing.

Completed by: Jasmin Jones

Position: Deputy Principal

Signature: *Jasmin Jones*

Date: 09/05/2023

Principal Name: Nerina Pretlove

Signature: *Nerina Pretlove*

Date: 09/05/2023

