

ANTI-BULLYING PLAN 2024

Pittwater 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.

Pittwater 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 Communication

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	Year Assemblies focus on High expectations around Respect and Responsibility
Term 1	Pittwater HS Code of Conduct presented to and acknowledged by students
Term 1	Year 7 - Immersion Week - Anti-Bullying Lesson
Term 1	ARCO presentation on Discrimination and Anti Bullying (Yr 7 & 9)
Term 1	Peer Support, Program - conflict and support options, covered as topics

Term 1, 2 and 3	Tomorrow Man/Tomorrow Women Workshops Year 10
Term 2	Years 7 – 10 – Cabrananga (SSP) Tour on Equity and Inclusion
Term 2	Years 7-11 Police Youth Liaison Officer workshops
Term 3	National Day of Action against Bullying & Violence
Term 4	Year 7 - Rock & Water workshops
Term 4	Anti-Bullying Plan 2024 Shared as well as Digital Devices procedure

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	Pittwater HS Code of Conduct presented to and acknowledged by staff
Ongoing	Principal address on Code of Conduct from DOE
Term 1	ARCO Presentation and Workshop with a focus on Teacher responses to addressing Racism and Bullying within the classroom
Term 1	Updated Behaviour policy to include Anti-Bullying and Racism
Term 3	Safeguarding Kids Together – Staff Wellbeing Mapping activity & feeling good presentation with whole staff
Term 3	Digital Devices Procedure reviewed, and resources provided around Cyber Safety.
Term 4	Anti-Bullying Plan Review and Update

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:

- An executive staff member speaks to new staff when they enter on duty at the school (information added to casual folders)
- Beginning teachers/ new teachers to the school inducted with Anti-Bullying policies and current school practises.
- Information about school policies and procedures will be provided in a Teacher Handbook to staff when they enter on duty on the premises.
- School Handbook is provided to all new staff members on arrival which includes flowchart for responding to bullying behaviours and reporting bullying and Pittwater HS behaviour procedures.
- The principal speaks to new executive staff when they enter on duty at the school, as part of the induction process.

CASUAL:

- Head teacher Admin staff member speaks to new staff when they enter on duty at the school (information added to casual folders)
- Information about school policies and procedures will be provided in a Teacher Handbook to staff when they enter on duty on the premises.
- School Handbook is provided to all new staff members on arrival which includes flowchart for responding to bullying behaviours and reporting bullying and Pittwater HS Behaviour procedures.

ALL STAFF:

- All staff will receive access to Sentral for reporting purposes and are required to enter all reported incidences.
- All teachers need to ensure students concerns are addressed and reported.
- All staff to be directed to Professional Learning that is relevant to supporting student wellbeing.
- All Policy and Procedure documents are kept on Sentral in documents folder as well as Pittwater HS Google drive for easy access by All staff.

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
Ongoing	Wellbeing policies, including anti-bullying and anti-racism communicated via the school's website and Facebook/Instagram.
Ongoing	Official Facebook/Instagram page and newsletter used to reinforce the school's position on bullying and to provide information and advice to students and parents.
Fortnightly	Newsletter updated fortnightly to include Student Wellbeing
Term 1	Pittwater HS Code of Conduct presented and acknowledged by parents/carers
Term 3	Wellbeing workshops celebrated and communicated with Parents/Carers via school's social media.
Term 4	Anti-Bullying Plan 2024 uploaded onto Schools Website
Term 4	Digital Devices Procedure uploaded onto Schools Website

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.

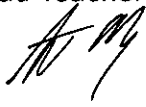
Social and emotional skills related to personal safety, resilience, help-seeking and protective behaviours are explicitly taught across the curriculum in Personal Development, Health and Physical Education (PDHPE).

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

- Rock and Water lessons will include Anti-Bullying values (Term 4)
- Brent Saunders Workshop (Term 3)
- Tomorrow Man and Tomorrow Woman Workshops – Year 10 (Term 1,2 and 3)
- PDHPE lessons will promote positive student wellbeing.
- Social Skill intervention to be used to teach conflict resolution skills (modelled and guided practise)
- Data analysis from Tell Them For Me (TTFM) survey
- Inclusive Practise

Completed by: Andrew Fairley

Position: Head Teacher Wellbeing

Signature: 

Date: 27/9/24

Principal name: Alison Gambino

Signature: 

Date: 27/9/24

