

ANTI-BULLYING PLAN 2023

Camden 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.

Camden 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
Term 2	Understanding and identifying bullying
Term 3	<i>Respectful relationships</i>
Term 4	Being an upstander on social media

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	Understanding the Behaviour Code for students and how behaviour is impacted
Term 2	Understanding the Wellbeing Framework for schools and ways to implement
Term 3	Understanding and modelling Respectful Relationships
Term 4	Modelling and teaching upstander behaviour

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.

It is important that all staff, including new and casual staff, are aware of the need for positive, respectful behaviours within schools. In order to inform new and casual staff about Camden High School's approaches and strategies to prevent and respond to student bullying behaviour and the importance of respectful relationships, the following actions will be carried out:

- Head teacher admin will provide staff with a 'Staff Handbook' upon entering the school. The staff handbook will contain the Behaviour Code for Students and the School Bullying policy.
- An executive staff member will speak to new and casual staff when they enter on duty at the school to inform them verbally of our policies and where to seek additional assistance or information
- The principal will speak to new executive staff when they enter on duty at the school, as part of the induction process and inform them of the Anti bullying and Behaviour Code for Students policies.

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	School wide email to parents providing them with a copy of the Behaviour code for students
Term 2	Wellbeing supports for students - FB page announcement and links to relevant resources
Term 3	Respectful Relationships newsletter to parents
Term 4	Understanding and medelling 'Upstander behaviour' FB video to parents

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.

- Year 9 Wellbeing lessons
- Peer Leadership mentoring sessions with year 7 students
- Wellbeing assemblies
- National Day of Action against bullying and violence. Whole school participation (acknowledgement, awareness, activities)

Completed by: N. Guelfo

Position: Head Teacher Wellbeing

Signature:

Date: 27.1.23

Principal name: Karen Downie

Signature:

Date: 27/1/23