

# ANTI-BULLYING PLAN 2024

## Sydney Girls 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.

### Sydney 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 will be discussed and information presented to promote a positive school culture where bullying is not accepted.

Dates	Communication topics
Term 1, 2024	All students receive SGHS. Behavior, expectations, attendance, wellbeing.
All year	Year meetings: school handbook is delivered. Assemblies: celebrate the culture of the school and highlight the rewards for students
All year	Year meetings: External presenters in year meetings, including social media, Police Community Liaison Officer, Anti-Bullying programs
All year	Communication to whole school community: Clear process for reporting bullying. school responsibilities, students' responsibilities, parents, and caregivers' responsibilities.

## 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
T1 Week 3	Code of Conduct and Child Protection for all staff
T1 Week 1	HT Teacher Wellbeing delivers SGHS flow chart to all staff. All faculties display wellbeing flowchart in hardcopy within faculty staffrooms.
All Year	Ongoing updates by wellbeing staff online and in person as required throughout the year.
All Year	New staff induction delivered by HT wellbeing.

## 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 during the induction program which includes information about the whole school and DET wellbeing framework, SGHS wellbeing policy, anti-bullying policy delivered by HT Wellbeing. 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

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.

SRC students represent the whole student body and are included in the development and implantation of the schools anti-bullying policy.

### 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	Anti-Bullying Policy What should students do? Guide to reporting and seeking support.
All Year	Senral and parent portal to communicate wellbeing information
All Year	HT Wellbeing, Year Advisers ensure wellbeing programs are targeted to the needs of students and revised when necessary. Wellbeing Team, including Year Advisers, Counsellors and SSO support students
Term 3	Whole school message : National Day of Action Against Bullying and Violence: Year 9-year group Ambassadors for "Bullying no way" initiative: they support the day by designing posters, bunting with anti-bullying messaging and delivering anti-bullying messages at all year meetings.

## 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.

Year meeting program focuses on supporting students social and emotional skills related to personal safety, resilience, help-seeking and protective behaviours. These areas 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.

SGHS Anti-Bullying policy – brochure format

Student leadership programs within the school community are identified in the student handbook.

Leadership roles available from years 7 - 12 are as follows.

Student recognition scheme

Library Monitor

SRC

Ambassadors

Peer support

Cocurricular Captain/Vice

Captain House

Captain/Vice Captain

Prefect

Completed by: Catherine Evans

Position: Head Teacher, Wellbeing

Signature:  Date: 9/4/2024.

Principal name: Geoffrey Denyer

Position: (Relieving Principal)

Signature:  Date: 9/4/24