

Dorrigo High School

Anti-bullying Plan 2021

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.

Dorrigo 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 Day 1	Behaviour code for students including STOP approach to bullying
Term 1	Respect for cultural diversity
Ongoing	Positive Behaviour for Learning expectations explicitly taught in year assemblies based on behaviour data
Term 1 Week 8	Harmony Week activities – building respect for cultural diversity, reinforcing the anti bullying message, culminating in 'A Day of Action Against Bullying'
Term 2	Be safe – focus on the internet/social media
Term 3	Personal best – focus on upstander behaviour
Term 4	Tomorrow Man/Woman presentations

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	Teaching and reinforcing respectful relationships: Day 1
Ongoing	CESE publication: Anti Bullying Interventions online
Ongoing	CESE – What Works Best wellbeing module
Ongoing	Wellbeing matters webinars and resources – online access
Ongoing	Wellbeing meetings to discuss and develop resources around respectful interactions. Support staff at Year Meetings to help facilitate delivery of wellbeing activities

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.

Casual and new staff will be informed about our school's approaches and strategies to respond to allegations of student bullying and harassment in the following ways:

Casual staff are issued with the Casual Teacher's Handbook on their first day at Dorrigo High School. The handbook outlines the procedures for managing and reporting student behaviour issues and concerns, including bullying and harassment. A flow chart identifying the procedure for Managing Bullying Behaviour is displayed in staff rooms and Bullying Report Forms are available for staff to complete and submit to year advisors.

New staff are provided with the Staff Handbook outlining the school's Positive Behaviour for Learning core values and strategies and the school's behaviour management processes and procedures. New staff participate in an Induction Program with the HT, DP and/or Principal where student wellbeing procedures are discussed and explained.

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 topics
Ongoing	Positive Behaviour for Learning Expectations promoted on Facebook page and in the newsletter
Ongoing	Whole school assembly acknowledgment of positive behaviour
Ongoing	School's Anti Bullying Plan published on school website
Term 4	Behaviour processes and expectations explained at 6 into 7 transition

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:

Anti Bullying Program

All Year Advisers are trained in the Pikas Method of Shared Concern to assist in the resolution of bullying behaviours. Counselling intervention is available as required. All staff set clear consequences for bullying behaviour and provide effective supervision and monitoring for detecting bullying, including cyber bullying and harassment. All year 7 students are introduced to the school's STOP procedure to identify, report and address bullying behaviours.

Positive Behavior for Learning

DHS is a PBL school and uses the PBL framework to promote positive behaviour through explicit teaching. Year meetings regularly focus on identifying bullying behaviours and promoting an upstander culture across the school.

Completed by: A Dawson (Aimee Dawson)

Position: HT Wellbeing

Signature: A Dawson Date: 16.3.21

Principal name: KIM MARDEN

Signature: [Signature] Date: 16.3.21