

# ANTI-BULLYING PLAN 2024

## Sefton 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.

### Sefton 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	Deputy Principal and Year Adviser assembly with each year group, where the key sections of the 'Information Handbook for Students and Parents' are explained, including relevant sections on anti-bullying. 
Term 1	Anti-bullying workshops and presentations for Stage 4 students.
Terms 1 and 2	Year Adviser meeting with specific year groups, discussing topics such as bullying and cyberbullying, social media and technology, and sexting. 
Ongoing	Fortnightly whole school assemblies to promote a positive school culture, especially when issues related to bullying arise. 

## 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 are provided with a copy of the Sefton High School Handbook for Staff which includes references to the school's 'Anti-Bullying and Harassment Plan' +
Term 1	The Principal addresses the whole staff about the need to set high expectations around student behaviour, especially in relation to respect for others and identifying and addressing instances of bullying +
Term 1 and 2	Induction of new teaching staff includes sessions on identifying bullying and ways to address such behaviour +
Ongoing	Faculty Head Teachers mentor and support their staff by providing strategies to deal with bullying through Faculty Meetings +

## 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 permanent and temporary staff are provided with a copy of the Sefton High School Handbook for Staff which includes references to the school's 'Anti-Bullying and Harassment Plan'. The handbook contains links to Department resources for further professional learning. Additionally, these staff members are provided with direct support from the Deputy Principal through the new teacher induction program and by their relevant Head Teacher informing them of the school's embedded practices and procedures for reporting and dealing with bullying.

Casual staff are provided with a modified version of the full Sefton High School Handbook for Staff which provides details on how to report and deal with instances of bullying via the school's behaviour code for students and embedded practices and procedures.

## 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 4, 2023	Year 7 enrolment package includes details about Sefton High School's behaviour code for students and specific details on the school's Anti-Bullying and Anti-Harassment Plan (including an agreement to be signed) +
Term 1	The Sefton High School Information Handbook for Students and Parents is distributed to all students to be taken home and read by students and parents. It contains sections on the core values of the school, the +
Term 1	All students and parents are required to sign the Sefton High School Code of Conduct which specifies the types of behaviours that are unacceptable, including bullying +
Ongoing	Communication to parents via the school newsletter, website and other social media to promote a positive school culture that does not tolerate any form of bullying +

## 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.

Sefton High School supports student wellbeing and positive behaviour through the internally developed '5Ps' (Punctual, Prepared, Productive, Polite, Positive) to establish and maintain high expectations for student behaviour and interactions with others in the school community. Student wellbeing and positive behaviour is also supported through student mentoring, including that by the Head Teacher Welfare, Year Advisers and school counsellors, progress interviews to evaluate academic and social growth and challenges, the peer support program, the Learning Support Team, and the Student Support Officer. Additional support is provided through externally run programs such as school camps and the Top Blokes program.

Student wellbeing and positive behaviour is also supported through the school's merit award system, which includes those merits awarded by classroom teachers, commendation letters sent to parents at the end of each term, and a Rewards Excursion at the end of the year for those students who have demonstrated an ongoing commitment to upholding the values of the school.

In 2024, fortnightly school assemblies will be held (in addition to the twice a term merit assemblies) to encourage the development of a whole school culture that supports student wellbeing and positive behaviour.

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