

ANTI-BULLYING PLAN 2023

Erskine Park 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.

Erskine Park 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 1	Digital Literacy and cyber safety
Term 1	Police YEO talks - keeping themselves safe
Term 1 - 4	Ongoing topics surrounding social, emotional and physical health and respectful relationships addressed through Aspire lessons, Independent Learning lessons and wellbeing days

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	Real Schools restorative practices session
Term 2	Real Schools restorative practices session
Term 1 - 4	Choice Theory Basic Intensive week training for selected staff
Term 1 - 4	Real Schools practices in action, through Exec meetings, Faculty meetings, extended PL and optional PL

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 are given a school handbook with an overview of our relational platforms and our school expectations relating to above and below the line behaviour. New and casual staff are supported via Head Teachers to prevent and respond to student bullying behaviours.

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	Behaviour code for students emailed and posted to Compass App and Google Classroom
Term 2	'Working Together, Understanding Each Other' restorative practices framework launched via email and Compass App
Term 2 - 4	Parent Forums on an variety of topics to promote a positive school culture
Term 2 - 4	Regular communications to parents via Compass App and email on promoting a positive school culture

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.

- Aspire lessons (Year 7)
- PRIDE program (Year 8)
- Creating Chances program (Years 9 - 10)
- Life Ready (Years 11 - 12)
- Independent Learning Year meetings (all year groups)
- Wellbeing Days (all year groups)
- Targeted one off sessions for year groups as needed eg: Black Dog Institute, Digital Literacy
- Harmony Day to promote inclusiveness
- Using restorative practices in everyday interactions with all members of the community

Completed by: Manvir Singh

Position: Deputy Principal

Signature:



Date: 08.05.23

Principal name: Colleen McKenna

Signature:



Date: 09.05.23