

# Randwick High School

## ANTI-BULLYING PLAN 2025

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.

### Randwick 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.

Date	Communication Topics
Term 1, day 1, Year Assemblies	Anti-bullying and cyberbullying policy and procedures in Student Information Booklet and on school website, including code of behaviour, information about reporting bullying, mediation and anti-bullying agreement, and follow up eg counselling, suspension, referral to support services
Weekly school assemblies and Wellbeing programs	Senior executive regularly address student body to reinforce high expectations around respectful behaviour and positive relationships Presentation of badges, certificates and awards recognising leadership, participation, school representation and service to promote positive school culture Regular relevant topics to support anti bullying and promote positive school culture, including Police YLO workshops, NAIDOC, RUOK, Wear it Purple, International Day of Disability,

	National Day of Action against bullying Inclusive and proactive positive school culture building undertaken through clubs and teams.
Annual Recognition of achievement assemblies, induction of prefects and SRC	High Achievers and Recognition Assembly include merit award badges and certificates awarded to students whose excellent participation and leadership reflects positive school culture Assemblies for election and induction of Prefects and SRC representatives recognise leadership, student voice, school and community service

## 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.

Date	Professional Learning
Day 1 of school year or entry on duty	All staff are provided with the annually updated Staff Information Booklet, includes anti bullying plan, code of behaviour, procedures and strategies for managing inappropriate and unacceptable student behaviour Additional induction and support for new and beginning teachers is ongoing after entry on duty
Staff Meetings X 2 per term	Senior executive/Student Services will deliver relevant updates to behaviour policy and procedure, including how staff can record and monitor incidents in Sentral
Learning Support team meetings as required for individual students	Student Wellbeing Team/Learning Support/Counselling staff will update classroom teachers and deliver PL on support plans / IEPs for students with additional mental health / behaviour support needs
Staff Development Days	Regular updates of the initiatives undertaken through school plan teams with particular focus on student wellbeing, student voice and leadership, and recognition of merit and achievement

## 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.

- Staff Information Booklet is updated annually and presented to staff at the commencement of each school year
- Induction of new staff and casuals is managed by executive staff
- All staff and faculties, including new and casual staff, are placed into school plan teams

## 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:

- 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/events	Communication method and topics
Parent meetings/parent-teacher nights	Year 6 into 7 transition - parent meetings on Open Nights/tours, Orientation Days and Day 1 of high school P&C meetings outline of wellbeing programs, anti bullying policy and procedures
Letters to all families annually	Introduction to Year Advisors / Student Wellbeing staff
Student Information Booklet	Published on website 1. Code of Behaviour 2. Good Discipline and Effective Learning Procedures Overview 3. Anti-Bullying Policy and Cyber Bullying 4. Uniform 5. Recognition of Achievement 6. Student Leadership Effective Learning 1. Library and Learning Centre 2. Wellbeing Supports 3. Senior Student Support
Newsletter and social media	Showcase of student participation in events and programs with anti-bullying focus, publication of relevant items eg fact sheets
Student wellbeing support programs	Information and permission notes outline content and purpose of wellbeing initiatives to address bullying and promote 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. After extensive consultation, Randwick High School will be promoting a student behaviour and wellbeing program centred on LEAD (Leadership, Empathy, Accountability and Determination). These values will be explicitly taught, included in classroom and playground signage and reporting. Regular recognition of positive behaviour will support student uptake of these values.

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:

<b>Student wellbeing support programs</b>	<p><b>Year 7</b> Transition to high school workshop Peer Support Program Wellbeing workshops and performances Personal strengths workshops</p> <p><b>Year 8 &amp; 9</b> RAISE mentoring</p>
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	<p>Cyber-bullying workshop PYLO talks</p> <p><b>Year 10</b> Peer mentoring Effective Communication workshop Stress and study skills workshops Consent- Love Bites program PYLO talks</p> <p><b>Years 11-12</b> Senior Student Support Program (includes study skills, managing stress, cyber awareness) Life Ready- 25 hours</p> <p>*targeted support for students with additional needs delivered in conjunction with local agencies</p>
<b>Student participation and leadership</b>	<p>Student Leadership teams operate during DEAR+ time Student Representative Council, Prefects, SAGA and First Nations groups provide student voice and consultation Further student leadership and school service/representative opportunities include sport, peer mentoring, open night tour guides, extra-curricular programs</p>
<b>Planned Support for students with additional needs</b>	<p>PLSPs/behaviour and mental health support planning coordinated by Learning Support and Wellbeing teams in partnership with families and community agencies Tailored post-suspension return to school planning overseen by senior executive SSOs organise a range of individual and small group intervention programs to provide tailored support for students.</p>
<b>Recognition of achievement</b>	<p>Merit system awards badges and certificates for reflecting positive school culture through excellence in student leadership, school representation and service Whole school recognition and reflection of outstanding application of LEAD values through semesterly reports.</p>

Principal name: Belinda Conway

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