ANTI-BULLYING PLAN 2024

Terrigal High School

TABLE OF CONTENTS

Introduction

The way in which schools and communities understand bullying strongly influences the approaches the school will take to respond to the problem. Therefore, Terrigal High School has defined bullying as aligned with the National Safe Schools Framework (NSSF) as:

> 'An ongoing misuse of power in relationships through repeated verbal, physical and/or social behaviour that causes physical and/or psychological harm. It can involve an individual or a group misusing their power over one or more persons. Bullying can happen in person or online, and it can be overt or covert.'

At Terrigal High School, we are staunchly opposed to all forms of bullying. Our unwavering commitment is to foster a secure, welcoming, and respectful educational environment that prioritises student welfare. Our Executive staff are dedicated to implementing evidence-based methodologies and initiatives that cultivate a positive atmosphere, thereby minimising the likelihood of bullying incidents.

The purpose of this document is to outline the strategies and approaches Terrigal High School will employ to minimise the reoccurrence of bullying incidents.

Resources

The Department of Education NSW website (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.

School Culture and Inclusion

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.

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, school values - Respect, Integrity, Responsibility, Excellence.
Term 2	Behaviour code for students, school values - Respect, Integrity, Responsibility, Excellence. The impact of social media.
Term 3	Behaviour code for students, school values - Respect, Integrity, Responsibility, Excellence. Anti-Racism
Term 4	Behaviour code for students, school values - Respect, Integrity, Responsibility, Excellence. Acceptance and inclusion

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	Mandatory reporting, policies around inclusion and support for disability.
Term 2	Anti-Racism PL and expectations under policy
Term 3	Inclusive classrooms and acceptance of difference
Term 4	Proactive intervention and education

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 staff arriving at Terrigal High School are part of an induction Program where they learn about the systems and expectations of staff at THS. They will learn about the systems we have in place in terms of their role and their function. These include the Learning Support Team and the referral process, the Wellbeing Hub, the Student Services Hub, the school psychologists and the Student Support Officers and their roles. New staff when placed within a faculty will be provided with the supports available to assist them in understanding the different roles and functions. ILSPs, Behaviour Support Plans, Health Care Plans, Risk Management Plans and other information will be shared with new staff via Sentral. Casual teachers will receive a booklet outlining wellbeing processes and practices. As well, they will be informed about operational procedures including assembly times and playground duty responsibilities.

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.

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 and Behaviour Code for Students.

Communication with Parents and Caregivers

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 Topics and Professional Learning
Term 1	Parent meeting i.e P&C, parent/teacher night - Defining student bullying and school supports
Term 2	School website and school Facebook and/or school newsletter - Bystander behaviour
Term 3	Phone policy under phone pouch program and why this is utilised at Terrigal High School. Online safety for young people.
Term 4	Positive and respectful relationships and appropriate conflict resolution.

Communication with Parents and Caregivers

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.

- Programs are integrated into learning opportunities for students where consistent, pro-active messages about protective behaviours, respect and responsibilities are discussed. These learning opportunities include relevant links to state or nationwide resources around safe behaviours in the school, home and community. These learning opportunities support and teach the school values of respect, integrity, responsibility and excellence.
- All students have weekly assemblies where whole school or cohorts meet, this allows an opportunity to reinforce important wellbeing messages and ensure a consistent message to students.
- Terrigal High School has many Wellbeing supports beginning with the classroom teacher, Head Teacher, specific Wellbeing staff, SLSOs, HT Wellbeing, School Counsellors and Psychologists and Student Support Officers (SSO).