

ANTI-BULLYING PLAN 2024

Cowra 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.

Cowra 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 |
|---|---|
| Daily | Morning Muster reminders about behaviour expectations/PBL Values board in Quad |
| Assembly 3 times a term | PBL as per S&S – Positive behaviours and focus areas for improvement |
| Twice annual | Student Surveys – Share results |
| Assembly 3 times a term Daily – individuals and groups of students | School assemblies, groups and individuals communicating the Department of Education Behaviour Code for students – Respect, Safety and Engagement. |

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 |
|------------|---|
| Weekly | DP PL Advisors to share support at Cowra High School for bullying |
| Annual | Policy update |
| Daily | Morning Muster |
| Annual | Aboriginal Education Team – Cultural Safety and awareness |
| 1 x Term | Staff Development Day - Surveys |
| 2 x Year | Conversation and meetings with parents to build a relationship that will the foster a partnership with the school |
| 2 x Year | Tell them From Me Survey |
| Every term | Staff Wellbeing Strategy |
| 2 x Year | Psychosocial Hazards |

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.

- Learning Support Team – professional Learning for staff on Student Management Plans
- Aboriginal Education Team supply a summary update after Student Management Plan Meetings
- Systems and processes to support strategy communicated
- Staff add incidents to Wellbeing on Sentral to document bullying and behaviours of concern
- Information is provided to staff via the Staff Handbook
- Staff Professional learning - educated around bullying and mediation
- Head Teachers induct new staff
- School Administration Officer communicate to casuals
- Community Partnerships Officer and Anti-Racism contact officer – lead support for students and families
- Executive/ staff meetings/ Morning Muster meeting / daily calls between staff
- As part of the Beginning Teacher Induction Program teachers are professionally developed on how to build positive relationships with students and where they can go for support

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 |
|----------|--|
| 1 x Term | Parent meeting i.e P&C, parent/teacher night - Defining student bullying and school supports |
| 2 x Term | School website used to promote a positive school Culture |
| 1 x Term | School Facebook used to promote a positive school Culture |
| 2 x Term | School newsletter used to promote a positive school Culture |
| 1 x Term | AECG meetings |
| 2 x Year | Parent Surveys |

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.

Examples of how Cowra High School will embed student wellbeing and positive behaviour approaches and strategies in practices include the following.

- Year 10 Love Bites Program
- Do it for Dolly Day lead by the Student Leadership Council
- Year advisors leading Wellbeing days – Annually
- PBL processes
- PDHPE Syllabus Stages 4 and 5
- PBL rewards days and positive rewards structures
- Celebrating student achievement through PBL assemblies regularly each Term
- Life Ready Program
- Fit For Life Program via PCYC
- Police Youth Liaison Officer

- Established relationships with Cowra Police (General Duty Officers) / PCYC Fortnightly meetings where they focus on Cowra High School students around bullying, social media and anti-social behaviors outside school.
- Mentoring Programs – SistaSpeak and BroSpeak
- CINC – Youth Worker

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).