

Brisbane Water Secondary College

Anti-bullying Plan 2021 - 2023

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.

Brisbane Water Secondary College'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.

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 February	Behaviour code for students, student expectations, included in student Handbook
Throughout the year	Year Assemblies, Appreciation Awards, Team Meetings
Parent and Transition Meetings	Bullying at High School, supporting adolescent students, helping the victim and perpetrators. Communicating of bullying website and links on school website.
At Point of Need	Student individual and group counselling

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	Teaching strategies and College expectations around bullying. Re-teaching staff of expectations and the role of the ARCO. Distribute policy flow charts to staff in a staff meeting.
Term 2	Displaying bullying posters in rooms and strategies for students. Professional learning for all staff and particularly Wellbeing Team, Assistant Team Leaders and Team Leaders.
At Point of Need	Inform staff through staff meetings and email, of incidents of known bullying of students across the College. Teachers are to be on alert for continued intimidation and threats and promptly intervene to stop the conflict from escalating.

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.

- **Brisbane Water Secondary College will inform new staff through an induction program which will occur over five weeks. The induction program will include expectations of students, behaviour codes, classroom management and teacher response to poor behaviour including responding to bullying in the classroom.**
- **Executive Staff, Assistant Team Leaders and Team Leaders will support staff when bullying has been reported by following the principles of procedural fairness and taking the appropriate disciplinary action to resolve incidents of student conflict. Serious breaches of the discipline code involving threats and intimidation are to be referred to the Deputy Principal.**
- **College Campus teacher induction booklet will include the procedures for reporting negative and positive behaviour through SENTRAL.**

1. 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.

1.1. 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

1.2. 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 topics
Term 1	Parent meetings, parent forums, newsletters, parent teacher night, School Bytes parent information. UnderCOVID restrictions, parent meetings/forums on hold.
Across the school year and at point of need	School website / School Facebook and/or School Newsletter – Bystander behaviour. School APP push notifications.

2.3 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.

Positive Behaviour for Learning has been embedded across the College in years 7-10 where the expected positive behaviours are specifically taught to students in lessons. Specific support structures are in place to support students at all levels. One on one interventions are in place to support students in tier three. These include Rock and Water, building social skills and inclusion.

PERMA Positive Engagement Relationships Meaning Achievement will be introduced to the senior students in the College. The awareness of PERMA can help you increase your well-being by focusing on combinations of feeling good, living meaningfully, establishing supportive and friendly relationships, accomplishing goals, and being fully engaged in life. Further nurturing these experiences in children can help them go beyond "surviving" to really "thriving" in life.

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Position: HT Wellbeing

Signature:

Date: 1/3/2021

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Signature:



Date: 1/3/2021