



ANTI-BULLYING PLAN 2023

The Ponds 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.

The Ponds 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
Day 1 Term 1 for each Year Group	Student behavior expectation communicated through muster including introduction of all wellbeing staff, their roles, communication modes and location
Term 1	Year 7 Peer Support – one session per fortnight
Term 2-4	Year 7 Homegroup sessions delivered fortnightly by Year Advisors and Stage Head Teacher
All year	Year 8-10 Homegroup sessions delivered fortnightly by Year Advisors and Stage Head Teacher
Fortnightly	Year Group Musters – behavior expectation, school values (5Ps) and support services reminders

Annually	School Liaison Police Officer Presentation
Term 2	Do it for Dolly Day whole school taking a stand against bullying.
All year	Future Proofing for Year 10 students
Annually	Year 7-10 Brainstorm Production – The Hurting Game, Sticks and Stones, Cyberia
Annually	Year 7, Year 9 and Year 11 Camp – Team building and positive relationship building
Annually	Bully Busters
Annually	Stage 4 and Stage 5 PDHPE lessons on bullying and harassment, respectful relationships and social skills
Daily	School Award System and Plans
Term 3	Spirit Week
Term 3	RUOK Day
All year	PCYC Program specific capacity building programs targeting groups of students at risk
Annually	Year 7 Homegroup lesson on cyber awareness and friendship skills

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
All year	School values 5ps posters in all classroom and learning areas
Every fortnight	Wellbeing teams (Year Advisors, HT Wellbeing, Stage Head Teachers, Deputy Principal, SSO and Counsellors) discuss wellbeing issues
Every fortnight	Stage Choice Theory meetings with HT Wellbeing, Deputy Principal and Stage Head Teacher to discuss student behavior and system of support plans
Ongoing	Staff Professional Learning on Choice Theory Training
Ongoing	Teams - Choice Theory Team – how to support the staff and students on Choice Theory
Ongoing	Staff Development Days and Faculty Meetings – Reinforce expectation on The Ponds High School values and Student Behaviour and System of Support Plans
Ongoing	The Ponds High School Staff Handbook is updated and distributed throughout the year containing system of support procedures.

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 induction for new staff and casual staff members upon entry to the school
- Staff members are provided with staff induction at the beginning of the school year and run by an executive staff member. This induction addresses The Ponds High School processes on anti-bullying, reporting procedure for incidents of bullying and the role of teachers and other staff in addressing bullying and key staff contacts for wellbeing
- The Ponds High School Staff Handbook is updated and distributed throughout the year containing system of support procedures.
- The Principal speaks to new Executive staff on commencement at the school as part of the induction process
- All staff are invited to regular team meetings

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 & Term 2	Parents and Teachers Interviews - Defining student bullying and school supports
Term 1- 4	School website publish The Ponds High School Anti-Bullying Policy and Plan
Term 1- 4	School's System of Support, School Values and Anti-Bullying Policy included in The Ponds High School Newsletter when appropriate
Term 1 - 4	P&C Meetings - Welfare programs, System of Support and behavior codes for students presentations to P&C
Term 1	Year 7 Information Evening – Welfare programs and behavior codes for students
Term 1	Year 11 Information Evening – Welfare programs and behavior codes for students
Term 4	Year 6 to 7 Orientation Day - Welfare programs and behavior codes for students
Term 1 – 4	Social media – Facebook and Instagram – supporting a positive school environment

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.

- Year 7 - 10 Homegroup Lessons that promote positive relationships
- My Wellbeing Canvas Page designed to provide every student at The Ponds High School with access to resources on mental health and wellbeing.
- Peer Support program that provides support and role modeling of ideal behavior and building peer relationships
- Year 7, 9 and 11 Camp to encourage teamwork and building healthy relationships
- Year 7 – 12 Leadership Team that meets regularly to discuss the school's culture, wellbeing and improvement programs and enable students voice to be heard
- Year Advisers and Wellbeing Team that leads student programs to provide additional support
- Learning Support Team that develop appropriate learning support plans
- Targeted Transition to High School Programs for new enrolments identified as needing additional orientation and transition assistance to high school.
- Specific support (including mediation if required) is made available for both perpetrators and victims to learn to modify their behaviours/coping skills
- Spirit Week to encourage positive behaviours and school values
- Harmony Day, Multicultural Day, International Women's Day, D for Dolly Day and RU OK Day to promote compassionate and inclusive behaviours
- Anti-bullying plan is made available on the school's website
- Ongoing partnership with parents/carers and the wider community to report and eliminate bullying behaviour
- Ongoing specific professional learning for all staff including Choice Theory Training
- Primary Partnership programs building confidence and leadership abilities for The Ponds High School students
- New Student Buddy System and Year Adviser check in for newly enrolled students
- The Ponds High School Merit System recognizing positive behaviours and demonstrating the 5Ps.
- A focus on Connectedness in the School Plan 2021-2025 to promote positive relationships with students, staff, parents and community

Completed by: Mrs Rhea de Jesus

Position: HT Wellbeing

Principal name: Mrs Jennifer Weal