The Ponds High School
Anti-bullying Plan 2021

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
Term 1	Behaviour code for students – Home group and muster
Term 1	5Ps values and expectations – Home group and muster
Term 1	Year 7 Peer Support
Term 1	Year 8 Cyber Safety
Term 1	Year 9 Relationships
Term 2	Year 7 Conflict Resolution
Term 2	Year 9 Cyber Safety
Term 3	Year 8 'Nice to be Nice' program
Term 3	Year 8 'Nice to be Nice' program
Term 3	Year 11 Life Ready Program

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 and ongoing	Teaching and reinforcing respectful relationships
Term 1	Re-launch of 5Ps values and expectations
Term 1 and ongoing	Staff reporting and responding to student bullying behaviour
Term 4	Wellbeing Conference
Term 1 and ongoing	Choice Theory/Reality Therapy training
Ongoing	Fortnightly meetings – student wellbeing teams

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.

New and casual staff will be informed about the school's approaches and strategies to prevent and respond to student bullying behaviour:
- information is provided in a handout to staff when they enter on duty at the school
- an executive staff member speaks to new and casual staff when they enter on duty at the school
- the principal speaks to new executive staff when they enter on duty at the school, as part of the induction process.

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 topics
Term 1 and ongoing	Parent meeting i.e P&C, parent/teacher night - Defining student bullying, bystander behaviour and school supports
Term 1 and ongoing	School website, Facebook, Skoolbag app and school newsletter – Regular parent and student information on ways to support students and encourage positive relationships

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.

Regular pastoral care lessons to reinforce positive behaviour and build positive relationships
Regular meetings with staff to reinforce best practice
Regular meetings and assemblies with students to address and reinforce positive behaviour
Regular contact with parents to reinforce positive behaviour

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Position: Deputy Principal Head Teacher Wellbeing

Signature: Date: 2/3/2021

Principal name: Jenny Weal

Signature: Jenny Weal Date: 2/3/2021