

ANTI-BULLYING PLAN 2022

Colo 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.

Colo 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	First Day Back - Registered YA Seminars 7-12; Cyberbullying Presentation BYOD Bootcamp for Year 7
Term 1 & 2	National Day of Action 18 March - Year 11 Lead; Dolly's Dream 13 May - Year 7 Lead
Term 3	R U OK? Day - Reinforcing support services , help seeking behaviours and effective communication
Term 4	White Ribbon Day - Teaching standards of behaviour which are acceptable and how to access support

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	Annual Child Protection Training & Wellbeing Professional Learning on SDD1, weekly Wellbeing updates
Term 2	Respect, Responsibility & Resilience Policy distributed to staff SDD2, weekly Wellbeing updates
Term 3	KidHelpline Resource Pack, HeadSpace & RUOK resources available to staff, weekly Wellbeing updates
Term 4	PL delivered by School Counsellor on Bullying, Reporting, Responding & Support, weekly Wellbeing updates

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, when it does occur.

- 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

ALL Staff (existing, new and casual) are stakeholders in student wellbeing and Colo High's expectation is that all staff identify, report, respond and support any incidences of bullying that occurs in their class or within their duty of care. Please see the "Follow-Up of Bullying" plan distributed to all staff annually.

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	Year 6 into 7 Information Evening - Defining student bullying and school supports
Each Term	School website school, Facebook and Colo Connect newsletter - Bystander Behaviour & Support Services
Term 4	Orientation Day & Subject Selection Evenings - Upstanding Behaviour Focus
Term 4	Recognition Assembly - recognition of participants in "Upstanding Behaviour ", Peer Support & Citizenship

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.

*Day to day operations of the entire Colo High School Staff and also the Wellbeing team, to be accessible to students and families & support reporting and follow up of bullying behaviours.

*Weekly Year Meetings/Assemblies - addressing resilience, positive student behaviour, role modelling & school citizenship.

* "Uprstanding behaviour" program where Wellbeing Team encourages students to report bullying behaviour and not condone it through bystander behaviour. Positive approach to acknowledge the students who actively support peers in difficult situations.

*Weekly Whole School Assemblies - updating students on current and changes to support services, including accessing School Counsellor Team

*Tell them from Me Survey - students have private access to identifying behaviours or students who cause concern

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