

ANTI-BULLYING PLAN 2024

Beverly Hills Girls 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.

Beverly Hills Girls 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.

Resources

The NSW anti-bullying website (see: <https://antibullying.nsw.gov.au/>) provides evidence-based resources and information for schools, parents, carers, and students. Schools are encouraged to visit the website to support whole-school prevention, early intervention, response approaches and strategies for student bullying behaviour.

Quality Learning

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
Ongoing	Quality Learning Behaviour Curriculum - During homegroup, students will participate in explicit lessons that reflect the school's quality learning framework throughout 2024.
Ongoing	Choice Theory
Ongoing	Positive Psychology

1.2 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	Topics and professional learning
Ongoing	Every week during the learning support meeting staff discuss student behaviour data and ensure we identify any negative behaviour which is addressed on an individual basis.
Ongoing	Staff participate in all matters of professional learning in student wellbeing in the prevention and management of bullying including reviewing CECE material on evidence based strategies.

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.

During the induction process, new staff will receive the schools Wellbeing Policy outlining process, programs and procedures implemented to prevent, identify and manage student 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 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
Ongoing	Parent meeting i.e P&C, parent/teacher night - Defining student bullying and school supports
Ongoing	School website school Facebook and/or school newsletter - Bystander behaviour

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.

- 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)
- Events to encourage respectful relationships, such as Harmony Day and White Ribbon Day, are valued and promoted each year.
- Beverly Hills Girls High School Behaviour Curriculum where explicit teacher occurs each week during homegroup.

Completed by: Maria Iemma

Position: Principal



Date: 04/03/2024

Signature:

Principal name: Maria Iemma