

# ANTI-BULLYING PLAN 2024

## Toronto 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.

### Toronto 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
Ongoing	Regular communication of RESPECT and Behaviour code for students communicated by SE at Whole School Morning Assemblies
Semester 1	Peer Support Assemblies and Camp, Harmony Week (March), Youth Aware of Mental Health, Wellbeing Lessons, headspace facilitated sessions
Semester 2	National Day Against Bullying and Violence, Love Bites, Wellbeing Lessons, Mental Health Awareness Month, R U Ok? Day, Wear it Purple Day, Safe Talk
Ongoing	Year Assemblies - Year Advisors and DP discuss Behaviour Code for students targeted for wellbeing needs of each year group.

## 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	Overview of new and existing enrollments for student support and wellbeing.
Weekly	Ongoing communication of student wellbeing issues through LST/Wellbeing Meeting Minute communication
Weekly	Communication of student wellbeing issues through Deputy Principal update and Head Teacher Wellbeing
Yearly	Review and communication of THS Anti Bullying Plan, Child Protection Training.

## 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.

As a part of the induction process at Toronto High School, all new staff members participate in an induction with the Principal, Head Teacher Teaching and Learning and relevant KLA Head Teacher to discuss the clear policies and procedures that enable staff and students to report any incidents or situations of harassment, aggression, violence, bullying and misuse of technology including the Toronto High School Anti-Bullying Flow Chart.

Upon entry to the school, casual staff members are provided with the Toronto High School Anti-Bullying Flow Chart which provides detailed information regarding approaches and strategies to prevent and respond to bullying behaviour. Head Teachers discuss these procedures with casual staff members within their faculties to ensure consistent understanding and implementation of the approaches across the school as well as strategies to prevent and respond to student bullying behaviour.

Signage throughout the school grounds reinforces the positive culture at THS including our R-E-S-P-E-C-T values. Television display screens remind new and casual staff of these expectations throughout the school grounds.

## 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
Ongoing	THS Education Forum - explaining school supports, policies and procedures, code of behaviour, questions
Term 2 and 4	Availability of Year Advisors, Head Teacher Wellbeing and Deputy Principals at Parent/Teacher Evening
Semester 2	Year 6 into 7 Parent Information Night - communication of procedures and available support, Availability of Year Advisors at Parent/Teacher Evening
Ongoing	School website, Facebook and newsletter communication regarding anti-bullying

## 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.

At THS, we foster a positive school climate and sense of achievement and belonging for all students. We enhance the school wellbeing and discipline system through R-E-S-P-E-C-T objectives: Responsibilities, Equity, Support, Privilege, Encouragement, Choice and Talk. Our curriculum includes anti-bullying messages and strategies, embedded in KLAs, through wellbeing programs, and whole school culture. THS has a dynamic Wellbeing Team that provides a wellbeing scope and sequence including holistic and whole school preventative, proactive and supportive Wellbeing programs that develop social and emotional competencies including anger management, self esteem, resiliency, relationships, assertiveness, social awareness, social skills., problem solving, communication skills and conflict resolution.

Completed by: Bronwyn Jones

Position: Head Teacher of Wellbeing

Signature: 

15/02/2024

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Signature: 