

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.

Inner Sydney 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.

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.

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 2023	Student Behaviour Management Policy and Anti Bullying Plan (All Year groups)
Term 1 Week 6 2023	Student Inspired Mentoring (SIM) - Anti-Bullying focus and message (Year 7, 9 & 10)
Term 1 2023	Safe on Social Presentations (Cyber Safety) (Year 8 & 9)
Term 1 2023	PDHPE Lessons with Anti Bullying Fus and Brainstorm presentation (Year 7)
Term 3 Week 5 2023	Wellbeing Day - National Day of Action against Bullying (All Year Groups)
Term 3 Week 5 2023	Touch Down focus on Anti-Bullying to coincide with the Wellbeing Day (All Year Groups)
Throughout the year	Year Meetings and Parent meetings to promote a positive school culture (All Year Groups)

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 2023	Student Inspired Learning Framework/Anti-bullying framework presented to new staff
Throughout the year	Professional Learning as required
Term 3 2023	Review the effectiveness of the Plan

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.

- Deputy Principal or delegate (HT Administration) to induct new and temporary staff on school procedures and plans
- Deputy Principal to ensure all staff have an updated staff handbook.
- Head Teacher Administration to induct casual staff on school procedures and plans
- Faculty Head Teacher to monitor and assist new and casual staff

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.

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

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.

Support for wellbeing and positive behaviours

Dates	Communication Methods and Topics
Term 1 2023	Anti-Bullying Plan included in Newsletter
Throughout the year	Share resources and information in the newsletter

Our school's practices support student wellbeing and positive behaviour approaches that align with the needs of our school community.

Positive Education underpins everything that we do at Inner Sydney High School, our Touch Down lessons focus on the PERMAH model which encapsulates positive relationships with self and others.

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 Meetings with a Positive Education focus - PERMAH
- Student Inspired Mentoring (SIM) Program will be implemented in 2023 with Year 9 & 10 Leaders
- Wellbeing Days - led by Lead Mentors and Student Leaders
- Recognition Assembly - Semester One
- Restorative Practice Inspired Learning Framework - School-wide
- Year 7 Camp & Year 9 SIM Camp
- Wellbeing Team comprising of Principal, Deputy Principal, Deputy Principal Wellbeing, Lead Mentors, Touch Down Mentors, Student Support officer, Girls Adviser, Careers Adviser and School counsellors
- Learning & Support Program
- What Matters Most @ IN_SYD explicitly taught in Touch Down and displayed in the Classrooms

Robyn Matthews

Robyn Matthews
Principal