

# ANTI-BULLYING PLAN 2021

## Dubbo College Delroy Campus

Bullying behaviour has three 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.

### **Dubbo College Delroy Campus'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
First assembly of Each Term and Year Meetings.	Behaviour code for students discussed.
Tuesday & Friday Period 4 SOAR Lessons.	Core expectations and values taught through the positive behaviour for learning framework. Positive behaviour recognised through the DELROY DOLLAR scheme.
Various Period 4 SOAR Lessons on Friday during each Term.	Student voice lessons prepared by the Student Representative Council.
March annually	National Day of Action Against Bullying & Violence event.
Term 1 Yr 7 Term 2 (Yr 7-9 Females)	Presentations by Youth Liaison Officer on cybersafety, conflict and harassment.
On-going	Restorative practice.

## 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
On-going	Staff model positive relationships.
Twice Yearly	Professional Learning delivered on the Delroy conflict and harassment procedure/flowchart.
Fortnightly	Fortnightly professional learning for staff including ways to teach Positive Behaviour for Learning, restorative practice, workshops delivered by outside agencies.
Yearly	Staff and students participate in nationally recognised prevention days such as National Day of Action against bullying and violence.

### 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;

- Staff induction breakfast held beginning of every term to inform on school policies and procedures.
- Work Health & Safety Procedures covered with Curriculum Officer; cover following topics; duty of care, school staff, Induction pack.
- All staff attend daily morning muster where any ongoing wellbeing issues are addressed for staff to be aware of.
- New staff are introduced to relevant support staff, Aboriginal Education Officers, Counsellors, Student Support Officers.
- New staff are upskilled on the SENTRAL procedure for recording conflict and harassment.
- Learning and Support Meeting weekly (Tuesday 8am)

## 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 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 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 topics
When arises	Free resources and webinars that cover topics such as conflict and harassment are shared with the school community via the school's newsletter.
As required	Parents are linked with external resources to help their child understand and cope with bullying. Example Headspace, CAMHS.
As required	Parents are notified of inappropriate behaviour via the conflict and harassment procedure.
Twice a term.	The School newsletter is used to promote a positive school culture.

## 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 including the following;

- Love Bites Program completed by Year 10 students Term 1 (22<sup>nd</sup> March 2021) each year on respectful relationships.
- Mental Health Workshops provided by external providers to encourage resilience and encourage support seeking behaviour. (Term 1, 3<sup>rd</sup> March 2021)
- Delroy expectations taught regularly including SOAR lessons focusing on tolerance (Tuesday & Friday Period 4)
- Students have access to Internal Support Services available such as Wellbeing team, Year Advisers, School Counsellor, NASCA, Clontarf, Student Support Officers and Aboriginal Education Officers. School employs additional Student Support Officer to department's allocation.

- Community partnerships with outside agencies to allow referral pathways.
- Weekly, Learning and Support Meetings, to discuss wellbeing issues.
- Celebration of NAIDOC Day, Harmony Day, Multicultural Day and Reconciliation week. Delroy Dollar supersaver scheme, recognising positive behaviour and acknowledgement of these students at school assemblies.
- Staff verse student competitions organised by the Student Representative Council.  
This is a great way to model respectful relationships.

**Completed by:** Mrs Esther Behsman

**Position:** Student Support Officer

**Signature:** 

**Date:** 25/05/2021

**Principal:** Mrs Debbie Head

**Signature:** 

**Date:** 25/05/2021

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