



Anti-bullying Plan ~ 2023

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.

Liverpool 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.

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
Terms 1 - 4	Weekly STYMIE Focus on School Social Media, Promotion of Stymie at Whole School Assemblies & Year Meetings, Bullying No Way! Wallet Cards available to all students, continuous promotion of PBL REACH, targeted lessons and Year Meetings about acceptance and inclusiveness as needed
Term 1	First Day Year Meetings: Diaries - Behaviour code for students, PBL - REACH Guiding Principles, STYMIE
Term 2	You Can Sit With Me Day – School Leaders (SLC and Wellbeing leaders) speak up against bullying, promote inclusivity and make pledge to support all students who need it.
Term 3 August	Bullying. No Way!'s National Day of Action Against Bullying and Violence – Whole School Assembly & Pledge Wall Wear It Purple Day – Whole School Assembly with guest speakers
Term 3 September	R U OK? Day – Whole School Assembly, Year Meetings with focus on conversations about being OK and opt-in R U OK? Day activity for students and staff
Term 4	Backflips Against Bullying performances – for Years 7-9 with supporting Year assemblies

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	PBL Whole School Antibullying Lesson – Defining Student Bullying (Yr7) How to be an Upstander (Yrs 8-12) Staff Professional Learning Session: Anti-bullying and Prevention – Flow chart for teachers, Flow chart for Year Advisors, Bullying referral form, Student Reflection sheet on Bullying behaviour
Term 2	STAFF Professional Learning: Care. Respect. Support – Anti-bullying: A Whole School Approach
Term 2-4	You Can Sit With Me Day, National Day Against Bullying and Violence, Wear It Purple Day, R U OK? Day – Whole School Wellbeing Folder containing toolkits, staff emailed and special program for each day

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.

- Induction process for new staff - reference to Staff Information Handbook.
- Copies of Staff Information Handbook given to all staff upon entry to school including new casual teachers. Web Site access to all staff "School Frameworks" - school guidelines and procedures.
- New Casual Teachers Day kit containing daily information and information about school processes and procedures.
- Supervision by Head Teachers for daily casual teachers.
- Beginning Teacher strategy - teacher mentors, discussion and collegial groups, professional learning sessions.
- All teachers on playground duty are identifiable with yellow vests.
- Head Teacher on playground duties before school, during recess, lunch and outside the school after 3:10 pm each day and are identifiable with orange vests.

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 topics
Terms 1-3	Parent meeting - Meet & Greet/Open Night/P&T Night - Defining student bullying/Advice Supporting Children, Parent portal resources and information, social media communication
Terms 1-4	School; Website, Facebook, Twitter, Parent Portal and Newsletter-Parent Guide Online Safety, Anti-bullying
Terms 1-4	P&C - Defining student bullying, school supports, Student Wellbeing Framework, E-Safety Commissioner
Term 4	Yr6 Orientation Day - Parent Information Packs

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.

- Wellbeing Team – DPs, School Counsellors, HT Female Students (Wellbeing), Year Advisors/AYA, Student Support Officer (SSO), Aboriginal Education Officer
- Weekly Wellbeing Team Report
- Wellbeing Programs – BRUNCH Club (every day at recess) & Drop-In (every Wednesday – Friday at lunch)
- Targeted Wellbeing Workshops – Rock & Water, AOD, Vaping, Hygiene, Friendships etc.
- Wellbeing Enrichment Programs – MyResilience (Year 7), My MyStrengths (Year 10), MyFutures (Year 11)
- Wellbeing Days for all Years in Semesters 1 & 2 with targeted focuses
- Peer Support
- Year Meetings every term
- LGHS Wellbeing Walls and Year Group Displays
- Positive Behaviour for Learning – R.E.A.C.H. Guiding Principles and Whole School lessons
- Wellbeing awareness days and charity fundraisers

Completed by: Thanh Ung

Position: Head Teacher Female Students (Wellbeing)

Signature:



Date: 16 / 05 / 2023

Principal name: Kirstine Gonano

Signature:



Date: 16 / 05 / 2023