



## CHESTER HILL HIGH SCHOOL

*Strength in Unity, Excellence in Education*

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### Chester Hill High School

#### Anti-bullying Plan 2019

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.

### Chester Hill 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
Term 1	Behaviour Code for students and PB4L presented at special Year Meeting by Deputy Principal and/or Year Adviser
Term 1	Special whole-school assembly – National Day Against Violence and Bullying (March 15)
Term 2	Year Meetings focused on respectful communication and inclusivity. This may be delivered by the Year Adviser and Assistant or may encompass an outside agency delivering core messages through a workshop or performance.
Term 3	R U OK? Day special assembly – focused on peer referrals and positive bystander behaviour
Term 4	Student surveys and evaluations on bullying and anti-bullying policy

## 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	Head Teacher Wellbeing presents Anti-Bullying Policy to whole staff
Term 2	Staff Development Day – Wellbeing Team presents to whole staff on teaching respectful relationships. Whole staff complete Professional Learning module: Bullying (Provider: Legal Services Directorate via MyPL).
Term 3	Members of the Wellbeing Team complete CESE Publications: Anti-bullying Interventions in Schools - What Works?
Term 4	Staff evaluation of Anti-bullying policy

## 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.

- Anti-bullying policy handout provided to new and casual staff as part of their welcome package
- Wellbeing referral system via Sentral – handout provided to new teachers and casual staff
- New Scheme Mentor focuses on preventing and responding to student bullying behaviour as part of the new-scheme teacher meetings.

## 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

[education.nsw.gov.au](http://education.nsw.gov.au)

Review date: Term 1, 2020



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.      Review date: Term 1, 2020

Dates	Communication methods and topics
Term 1	Parent and Community Forum – Head Teacher Wellbeing presents school anti-bullying policy, including defining student bullying and school support systems
Term 1	School website, Facebook and newsletter – information about National Day Against Violence and Bullying (March 15) <a href="https://bullyingnoway.gov.au/RespondingToBullying/Parents/Pages/ChildBullyingOthers.aspx">https://bullyingnoway.gov.au/RespondingToBullying/Parents/Pages/ChildBullyingOthers.aspx</a> <a href="https://kidshelpline.com.au/teens/issues/bullying">https://kidshelpline.com.au/teens/issues/bullying</a>
Term 1	School website, Facebook and newsletter – link to factsheets for parents (different languages) <a href="https://education.nsw.gov.au/public-schools/going-to-a-public-school/translated-documents/anti-bullying-information-for-parents-and-carers-fact-sheet-and-tips">https://education.nsw.gov.au/public-schools/going-to-a-public-school/translated-documents/anti-bullying-information-for-parents-and-carers-fact-sheet-and-tips</a>
Term 2	School website, Facebook and newsletter – links to resources for Parents - <a href="https://thebullyproject.com.au/parents/">https://thebullyproject.com.au/parents/</a>
Term 3	School website, Facebook and newsletter – R U Ok? Day information
Term 4	School website, Facebook and 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.

- Fortnightly Positive Behaviour for Learning Lessons – focusing on the Cheso SPIRIT – Safe, Proud, Inclusive, Respectful, Inquisitive Learners, Trustworthy
- Social group supporting students in building connections with peers
- Student mediation and mentoring for specific students provided by Wellbeing Team, Deputies, Counsellors or volunteer teachers
- Programs targeting different students – such as Staying Cool, Links to Learning, Get Connected
- Fortnightly tutor lessons for Year 7 delivered by Year Adviser, including lessons focused on anti-bullying and social skills
- Scheduled periods between Year Adviser and Head Teacher Wellbeing to support identified students from each year group
- Self-referral system for students to access school counsellors and Head Teacher Wellbeing
- Staff referral system via Sentral to refer students to Wellbeing Team and Counsellors
- Year 6 -7 Transition Program and Orientation
- Year 7 Peer Support led by Year 11 Student Leaders
- Information regarding bullying and cyber-bullying in student diaries
- Wellbeing and SRC-led promotion of awareness days, such as the National Day Against Violence and Bullying, R U Ok Day, Harmony Day, etc.

Completed by: Miss J. Sullivan

Position: Head Teacher Wellbeing

Signature: 

Date: 11/3/2019.

Principal name: Ms. C. Mateus

Signature: 

Date: 11/3/19.