

ANTI-BULLYING PLAN 2023

Jamison 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 ([Anti-bullying](#)) 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.

Jamison High School's commitment

Our school rejects all forms of bullying behaviour, including online (or cyber) bullying by maintaining a commitment to providing a safe, inclusive and respectful learning community that promotes student wellbeing. All 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, including in the online environment. School staff will actively respond to student bullying behaviour. Our school engages in the following practices to promote a positive school culture.

1.1 The Jamison Way

Our school vision is to promote and sustain a school wide culture of high expectations and shared responsibility for student engagement, learning, wellbeing and success. Our school motto "Achieve Through Cooperation" reflects our aim to make our school a friendly, personal place to work and learn through the involvement and cooperative endeavours of students, parents and staff. To achieve this, everyone in the school must take responsibility for the role they play in the school community, every day, every week, every term. ***The Jamison Way*** promotes four core values in being a Safe, Respectful, Aspirational, Learner. These values allow us to continually promote and reinforce a set of expectations for all students to aspire.

1.2 Student Education

Student bullying and expectations about student behaviour will be discussed with information presented to promote a positive school culture where bullying is not accepted. Behaviour expectations are reinforced through positive signage across the school of our core values, along with specific wellbeing sessions held throughout our mentoring program.

Dates	Communication Topics
Term 1	Mentors to present Jamison Expectations powerpoint, reinforcing school values, key wellbeing support staff. Harmony week Posters to be visible in school <ul style="list-style-type: none"> ■ Anti-bullying-Poster_Bystander-to-Upstander_A.pdf ■ Anti-bullying-Poster_Diversity_A.pdf
Term 2	Wellbeing programs: SPARC, RAGE and Rock and Water Whole year wellbeing days to build connected relationships
Term 3	Wear it Purple Day celebrating diversity. RUOK DAY National Day of Action Against Bullying and Violence
Ongoing	Delivery of U Matter content- respectful relationships

1.3 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. Staff are also supported and have access to the school's anti-bullying plan through procedures included in the Jamison High Staff Handbook.

Dates	Communication and Professional Learning
Term 1	Code of Conduct SDD - Review of school expectations and wellbeing supports
Term 2	Review of school behaviour management and anti-bullying policies
Term 3	Anti Bullying flowchart (staff and students), Positive inclusive relationships procedures, behaviour reflections, Bullying incident statement.
Ongoing	Wellbeing Team meeting – Bullying and the serious risk it poses to students. Reference to the Staff Handbook.

1.4 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.

- The Principal, or delegate, speaks to new staff when they enter on duty at the school, as part of the induction process (Term 1, annually).
- Casual staff are provided with the Jamison High School Staff Handbook when they enter on duty at the school, part of the induction process.
- An executive staff member speaks to new and casual staff when they enter on duty at the school. In addition early career teachers are informed through our Early Career Support Program.

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.

[Anti-bullying](#)

[Anti-racism education](#)

[Student Behaviour Strategy](#)

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. Communication will be ongoing, through our newsletters, school social media pages and our website to reinforce school expectations and raise awareness.

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.

- Positive Behaviour for Learning is implemented in the following ways: Weekly participation in our U Matter program, clear signage indicating our school values and expectations, promotion and celebration of our school values through our school Facebook page, Instagram and Sentral.
- Our school values and expectations are at the core of our everyday life here at Jamison and it is essential all members of the school community display each value on a daily basis.
- Focused and targeted messages/presentations during Year Assemblies from the Year Adviser, Student Support Officers, HT Wellbeing & Deputy Principal, as required.
- Display 'Bullying No Way - Student Poster Template' visible around the school (to be updated annually). Use of positive referrals on Sentral acknowledging positive behaviours i.e. "being an Up-stander".

Completed By: Melissa Debritt
Deputy Principal- Wellbeing and Connectedness

Supported By: Vanessa Larwood
Head Teacher Wellbeing

Principal: Glyn Trethewy