

ANTI-BULLYING PLAN 2022

Fairfield 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 (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.

Fairfield 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	Year Advisers lead one year assembly a term on aspects of the CARE Code, including anti-Bullying, guest presentations from Police Liaison Officer
Term 1	Yr 7 Orientation Week - sessions: positive relationships, reporting procedures, key personnel, cyber safety
Term 1	National Day of Action Against Bullying & Violence - FHS lessons, Harmony Week activities
Term 3	RUOK? Day – Whole School Breakfast, SRC Activities

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	Professional Learning Activities
Term 1	Positive Behaviour for Learning, Care Code refresher for staff
Term 2	PL to support the implementation of new School Behaviour Strategy, development of FHS School Behaviour Support and Management Plan
Term 3	Staff Development Day sessions on FHS Anti-Bullying Policy & Procedures 2022
Terms 1 – 4	Staff awareness raising via emails, staff & faculty meetings, registration of FHS as an eSMART school, use of eSMART matrix to guide best practice anti-bullying actions

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.

Personnel	New and Casual Staff Information
HT Admin	Provide access to all school policies & procedures – point our Anti-Bullying Procedures
HT SS-PL	Coordinate Induction sessions – topic of Anti-Bullying/Cyber Safety is included
HT KLA	Faculty handbook includes procedures to follow PBL, Anti-Bullying, cyber-safety
HT Welfare	Present at Induction Sessions – Anti-Bullying, Cyber Safety, referrals, support staff

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

NSW Anti-bullying website

FHS Discipline Code

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 with Parents
Terms 1 - 4	Newsletter articles on Anti-Bullying, cyber safety, support staff, PBL (positive behaviour for learning), welfare activities that promote harmony & student wellbeing
Terms 1 – 4	Parent meetings, hosted by CLOs, guest speakers including HT Welfare, HT Student Engagement. Discussion of reporting procedures for issues and support staff/actions
Terms 1 – 4	SMS, app notifications, Facebook, school sign – communication of information about focus days eg. Harmony Week, RUOK Day etc...
Terms 1 – 4	Parent contact to address issues (phone or meetings)

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.

Dates	Additional Activities
Terms 1 - 4	PBL and CARE Code signage around school grounds and in classrooms
Terms 1 - 4	SRC student led activities to promote Anti-Bullying & positive behaviours
Terms 1 - 4	External providers run awareness sessions (coordinated by HTW, SSO & HTSE
Terms 1 – 4	Analysis of Sentral data by PBL team to determine responsive activities to specific needs

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