**THOMAS REDDALL HIGH SCHOOL**



**ANTI-BULLYING POLICY**

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| **Background** 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.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. |
| **Responsibilities – students*** Fortnightly Wellbeing Lessons- A yearly scope and sequence covers topics of Positive Relationships, Resilience, Kindness and Anti-Bullying Strategies.
* Weekly whole school and year group 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.
* Involvement in events, such as R U OK Day, Grateful in April and White Ribbon Day- All events promote positive relationships within our school and broader community.
* PB4L ‘T-RED Values’- Our school engages in the Positive Behaviour for Learning practices and our Students are rewarded for following the T-RED Values of Thrive, Represent, Excel and Deliver.
* 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).
* The DoE Behaviour code for students is followed along with the Welfare and Discipline policy.
* Every year group is assigned a Year Advisor to work with the year group and to problem solve student behaviour before it escalates.
 | **Responsibilities – staff**Staff are 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. This includes professional learning on the following (but not limited to);* PB4L and award system
* Managing problematic behaviours
* Teaching and reinforcing respectful relationships
* Behaviour code
* Staff and Student Wellbeing

**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;* information is provided in a handbook to staff when they enter on duty at the school
* an executive staff member speaks to new and casual staff when they enter on duty at the school
* The principal speaks to new executive staff when they enter on duty at the school, as part of the induction process.
 | **Responsibilities – parents 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. Our school engages with our broader school community by;* Website (https://thomasredd-h.schools.nsw.gov.au) – The school Anti-Bullying policy, NSW Anti-bullying website and Behaviour code for students are published on our website.
* Skoolbag- Regular updates on School business, policies and events.
* Facebook- Regularly updated to promote student achievement and positive relationships
* School Newsletter- Developed every term and published on the website and hard copies are distributed in the waiting room of the front office.
* Parent/Carer meetings- Parents are contacted regularly on their child’s progress and if any issues present, Year Advisor’s schedule meetings with the parent/carer and student
* P&C meetings- These meetings occur once a term.
* Partnerships with our Community of Schools (Ambarvale Public School and Thomas Acres Public School) that work on strengthening community ties, student mentoring and transition to High School.
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| **Resources and Links** other DoE policy links, Health links, other relevant resourceswww.antibullying.nsw.gov.au | **Important Contact Information**Thomas Reddall High School1 Jaggers Pl,AMBARVALE NSW 2560T: 02 4625 4404F: 02 4628 8589E: thomasredd-h.school@det.nsw.edu.au**Principal:** Mrs J Fuller |
| **Communication** how the policy will be communicated to the school communityThomas Reddall High School Website- <https://thomasredd-h.schools.nsw.gov.au> |
| **Evaluation and review**November 2019 |
| **School procedures and documents to be used in conjunction with this policy:**Welfare and Discipline policy and Student Behaviour code |