

ANTI-BULLYING PLAN 2023

Richmond Agricultural College

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.

Richmond Agricultural College'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 expectations and Positive Behaviour for Learning matrix explanation
Term 2	What is Bullying- identification of bullying, addressing bystander behaviour and appropriate reporting of bullying behaviours
Term 3	R U OK day- discussion of support strategies, importance of starting conversations and seeking/providing help
Term 4	White Ribbon Day- appropriate standards of behaviour and support services available.

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	Annual Child Protection and Wellbeing Professional Learning, daily Senior Executive Team updates
Term 2	Distribution and outline/refresher of Positive Behaviour for Learning maxtix, daily Senior Executive Team updates
Term 3	RUOK, Kids Helpline resources available to staff, daily Senior Executive Team updates
Term 4	Tell Them From Me survey analysis and discussion, daily Senior Executive Team updates

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.

New and casual staff are informed of RAC policies, strategies and approaches to bullying and how to communicate and respond to bullying behaviours:

- provision of RHS anti-bullying policy and related information upon commencement of teaching duties
- member of executive outlines policy to new staff upon commencement of duties
- policy and approaches to anti-bullying and expectations discussed by a member of Senior Executive or Head Teacher Welfare as part of the induction program.

As stakeholders, all staff (including temporary, casual and permanent) are expected to identify, respond to and report any arising incidents of bullying or disrespectful behaviour and provide support to students who may be impacted.

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 topic
Term 1	Year 7 Welcome BBQ- opportunity for new parents/carers to access staff for information
Regular	School website, school Facebook and school newsletter- publishing of outlines/policies as required
Monthly	P&C meetings- PBL and forum to discuss issues/policies
Term 2 & 4	Parent/Teacher Interview Nights. Recognition Assemblies to promote student achievement and citizenship

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.

- Welfare Programs: Peer Support (10 week program) for Year 7, Anti-bullying education for Year 7 and 8 (Brainstrom/Backflips on bullying, Well-being support for at-risk students (including Glow and Strength and Shine- chaplaincy-run), healthy relationship education for Year 9 and 10
- Bi-annual High Achievers Senior Executive Morning Tea - acknowledgment of effort and application.
- PBL rewards system (merits, rewards excursions)
- Year Meetings and year group google classrooms to address and communicate concerns, updates of and accessibility to support services.
- Welfare Team support - Year Advisor and Year Supervisor pastoral care, SSO, AEO supported by HT Welfare.

Completed by: Katherine Profilio

Position: Head Teacher Welfare

Signature: **Katherine Profilio** Digitally signed by Katherine Profilio
Date: 2022.02.14 11:57:32 +11'00' Date: 14.02.2023

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Signature: *[Handwritten Signature]* Date: *15/2/2023*