



*Creative and
Performing Arts*

ANTI-BULLYING PLAN 2022

Nepean Creative and Performing Arts 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 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.

Nepean Creative and Performing Arts 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. 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 Positive Behaviour for Learning

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. We aspire, in all things, to demonstrate care for ourselves, others and our community so that all feel heard, seen, valued and accepted as it is quoted from our school vision statement. Positive Behaviour for Learning (PBL) provides a foundation for students, staff, parents and our school community to work together towards this collective goal. At our school, all people, in all places and at all times, endeavour to aspire the heights through our three core value areas of Care, Opportunity and success.

1.2 Student assemblies

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 included in the student diary that is distributed to all students.

DATES	Communication topics
Term 1	Introduction of/reminders of all wellbeing staff, their roles, communication modes and where to find them. PBL fortnightly messages delivered at assemblies. Sense of belonging, positive learning engagement.
Term 2	PBL fortnightly focus. Year 8 - Sticks and Stones Week 9 Inclusion week; Week 10 NAIDOC week.
Term 3	Week 1 & 2 – Defining bullying and how to be an upstander; Week 3 & 4 – Resilience what is it? How do we use it? Strategies for coping; Week 5 & 6 - connecting; Week 7 & 8 - belonging; Week 9 & 10 – student voice
Term 4	Ways to take care of yourself, how talking helps, random acts of kindness.

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 Nepean CAPA Staff Handbook.

DATES	Communication topics and Professional learning
Term 1	Code of conduct training.
Term 2	Review of behaviour support school systems, school anti bullying procedures.
Term 3	Antibullying 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 Nepean CAPA High School Staff Handbook when they enter on duty at the school, part of induction process.
- An executive staff member speaks to new and casual staff when they enter on duty at the school.

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.

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 topics and Professional learning
Term 1	Publish updated plan in newsletter and website.
Term 2	PBL fortnightly messages, Inclusion week, NAIDOC week.
Term 3	P&C meeting, school support for positive relationships.
Term 4	Orientation Day.
Ongoing	Year meetings/Formal assemblies.

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 PBL Focus, PBL Fast and Frequent rewards, clear signage indicating our school values and expectations, mini PBL lessons, move to class songs to support our weekly focus, 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 Nepean 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 Officer, HT Wellbeing & Deputy Principal, as required.
- In Term 1, the Student Support Officer and School Counsellors to complete an introduction presentation at each year assembly (getting to know your support people).
- Resilience, self-esteem and mentoring small group programs via Wellbeing Team referral e.g. Perfect Presence, Mental fitness, Nepean Connect.
- Display 'Bullying No Way - Student Poster Template' visible around the school (to be updated annually). Use of Rewards System and fast and frequents acknowledging positive behaviours i.e. "being an Up-stander".


Completed by: Rebecca Owston

Position: Head Teacher Wellbeing

Signature: 

Date: 8/10/2022

Principal name: Tania Irons

Signature: 

Date: 8/10/22