

# ANTI-BULLYING PLAN 2025

## Homebush Boys 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.

### Homebush Boys 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 Communication through roll call, year group and whole school 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, 2024	Bushy Boy Behaviour Learning Contracts, presented and distributed to all students.
February 2024	Weekly 'bite size' Wellbeing Video's delivered from Sentral Dashboard during roll call and reinforced at whole school assemblies and year meetings.
All year	Regular year meetings (two per term) to reinforce behaviour expectations and ensure that students are aware of the supports available to report bullying (Year Adviser, HT Wellbeing, DP)
Term 1 2024	Peer Support program targeting year 7 led by trained year 10 student leaders targeting social skills, identifying bullying, acceptance of others, avoiding conflict etc.
Term 2 2024	Targeted interventions for year 7 including year group assemblies defining bullying and presentation from Police Youth Engagement officers on Cyber Bullying and preventative measures. Year 10 WiseUp, "Tough Guise" year 7 program targeting social skills, defining and offering strategies for dealing with bullying.
Term 3 2024	<a href="https://bullyingnoway.gov.au/">https://bullyingnoway.gov.au/</a> National Week of Action (Mon 12th - Fri 15th Aug) led by SRC and student leaders. Dolly's Dream anti-bullying Year 9 Workshop. R U OK day emphasising anti-bullying strategies.

## 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
Jan 2024	Code of Conduct and Child Protection for all staff, BBB expectations presented to Exec team.
Term 1	Presentation to staff on Wellbeing procedures, procedure for documenting incidents on Sentral, student profiles etc.
Term 1	Induction program for new staff covering Wellbeing procedures and methods for referring students and notifying key stake holders (YA, DP, HT Wellbeing etc)
All year	Fortnightly "DP Wellbeing" and Year Adviser/DP Wellbeing meetings to address students of concern and any bullying concerns addressed and the outcome reported back to executive meeting.
All year	Ongoing updates to staff via Sentral and through executive meetings. Wellbeing and LST update staff on specific cases.

## 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.

All staff receive a refresher each semester on the school's Wellbeing Policy and processes for spotting addressing and referring incidents of bullying.

Casual and new staff receive induction on Learning Support and Wellbeing procedures, notifying key staff members, addressing bullying when it occurs.

Staff analyse Sentral Data based on negative incidents and reporting of bullying to ensure all incidents are addressed in a timely manner.

## 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
Semester 1	Communication to incoming parents regarding schools Wellbeing policy and behaviour management procedures.
Semester 1	Communication to parents through parent portal regarding changes to behaviour policy
All Year	Ongoing communication with parents regarding school's policy, strategies to address bullying and the outcome of specific incidents (to relevant parties) via Sentral and documented phone calls.
All Year	Parents presented with information on <u>supports available</u> .

## 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.

Targeted lessons for supported students via mini-orientation and transition activities to familiarise new students with the Wellbeing Policy and avenues to report incidents and access support.

BBB 'bite size' Wellbeing lessons posted in year groups Google Classroom to ensure students have ongoing access to mini-lessons on behaviour expectations underpinned by the SEL framework..

Student leadership groups (prefects, SRC. Interact) reinforce pro-social behaviours and option to report incidents to peers rather than teacher.

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