Engadine High School Anti-Bullying Plan

Purpose

Engadine High School is committed to providing a safe, secure, and inclusive environment where all students can learn and thrive. We believe that positive and respectful relationships between all members of the school community are essential in preventing and responding to bullying. This plan outlines our whole-school approach to addressing bullying through prevention, early intervention, and response strategies.

Policy Statement

The NSW Department of Education requires all NSW public schools to have an Anti-Bullying Plan that details the strategies implemented to reduce student bullying behaviours. The NSW anti-bullying website (https://antibullying.nsw.gov.au/) provides evidence-based resources for schools, parents, carers, and students.

Engadine High School rejects all forms of bullying, harassment, and discriminatory behaviour, including cyberbullying. Our approach prioritises continuity of learning, restorative practices, and strong partnerships within the school community. We encourage students, parents, and carers to report bullying concerns, knowing they will be addressed promptly and sensitively.

Our Commitment

Engadine High School is committed to:

- Maintaining a safe, secure, and inclusive environment.
- Implementing a clear reporting mechanism for investigating and acting on bullying concerns.
- Promoting anti-bullying strategies and positive student behaviour school-wide.
- Sustaining a culture of respect, safety, and engagement.

Roles and Responsibilities

The Principal:

- Leads the implementation and annual review of the Anti-Bullying Plan.
- Ensures staff, including new and casual staff, are informed of their responsibilities.
- Provides professional development opportunities on positive behaviour interventions.
- Monitors school-level data to identify patterns of bullying and initiate appropriate action.

School Executive, Teachers, and Support Staff:

- Proactively manage student behaviour using early intervention strategies.
- Educate students on recognising, reporting, and responding to bullying.
- Foster a school culture that rejects bullying and promotes respectful relationships.

- Respond to and report instances of bullying, harassment, or discrimination.
- Collaborate with parents and carers to reinforce positive behaviour expectations.

Parents and Carers:

- Support their children in behaving respectfully and resolving conflicts constructively.
- Communicate with the school respectfully and follow the School Community Charter.
- Understand and promote the school's Anti-Bullying Plan.
- Promptly report incidents of bullying to the school.

Students:

- Follow the Department's Behaviour Code for Students.
- Show respect to peers, staff, and community members.
- Report bullying and take action to support peers experiencing bullying.
- Behave as responsible digital citizens, particularly in online interactions.

Preventing Bullying, Harassment, and Discriminatory Behaviour

Engadine High School promotes a positive peer culture through:

- **Explicit Teaching**: Students receive lessons on respectful relationships, social-emotional skills, and digital citizenship.
- **School-wide Expectations**: Reinforcement of respect, safety, and engagement in all interactions.
- **Student Leadership**: Peer mentoring and leadership programs encourage positive role models.
- **Restorative Practices**: A proactive approach to resolving conflicts and repairing relationships.
- **Parental Engagement**: Regular communication with families about school expectations and student wellbeing initiatives.

Responding to Bullying, Harassment, and Discrimination

Reports of bullying are taken seriously and addressed promptly. Staff follow a structured response process:

Step 1: Immediate Response

- Listen to the student's concerns and gather information.
- Reassure the student that their report is taken seriously.
- Assess the situation and determine an appropriate initial response.

Step 2: Investigation & Intervention

- Speak with all involved parties, including witnesses.
- Apply school policies and determine necessary actions (e.g., mediation, restorative practices, or disciplinary measures).
- Document incidents on the school's behaviour management system.

Step 3: Support & Follow-Up

- Provide targeted support for affected students.
- Monitor behaviour changes and ensure resolution.
- Communicate with parents/carers as required.

Reporting Mechanisms

Students, parents, and staff can report bullying through:

- Direct communication with teachers, Year Advisors, or Wellbeing staff.
- Anonymous reporting via the school's designated channels.
- Online reporting systems where available.

Consequences for Bullying

Bullying behaviour is managed within the school's behaviour support framework and may result in:

- Mediation and conflict resolution.
- Withdrawal of privileges (e.g., extracurricular activities).
- Parent meetings and behaviour monitoring plans.
- Detention or suspension for repeated or severe incidents.

External Support Resources

- **Kids Helpline**: 1800 551 800
- **Headspace**: (02) 9575 1500
- **Lifeline**: 13 11 14
- **eSafety Commissioner**: https://www.esafety.gov.au/
- **Bullying No Way!**: https://bullyingnoway.gov.au/

Review Process

This plan is reviewed annually to ensure alignment with best practices and Department of Education guidelines. Updates will be made in consultation with the school community, including students, parents, and staff.

Review Date: December 2025
Next Review Date:

This plan ensures Engadine High School remains proactive in fostering a safe, respectful, and inclusive learning environment for all students.