

# ANTI-BULLYING PLAN 2025

## Picnic Point 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.

### Picnic Point 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 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 code for students; expectations of respectful behaviour sustained consistently through school Common Values. Common Values posters displayed throughout the school.
Term 1 and 4	Peer Support Program 'Best Version of Me' led by Year 10 Peer Support Leaders with Year 7 students in Term 1. In Term 4, Year 9 student leaders are trained ready for implementation of program in 2026.
All terms	Regular events to promote positive school culture: Year 7 and Year 12 Camp, Student Leadership Camp, Semester 1 and 2 Rewards Day, Attendance Awards [each fortnight and term], Year 7 Transition Program,
TBC	Walk the Talk, The Champions, Man Cave, Glow Girls, R U Ok? Day

## 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
All terms	Discussion and identification of individual student and wellbeing incidents via fortnightly faculty and staff meetings, fortnightly Year Adviser meetings, fortnightly Learning and Wellbeing Action Team meetings and
Term 2	Refresh for Wellbeing Team: Anti-bullying Agreement and Anti-harassment Agreement procedures.
Term 2	Update Staff Handbook and website with 2025 procedures. Present new procedures to staff at staff meeting. Implement Sentral 'Level' system.
All terms	Staff encouraged to engage with online professional learning opportunities in relation to anti-bullying.

## 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.

- Staff Information Handbook including the school's anti-bullying plan and procedure to follow
- Head Teacher Administration completes induction with a new and casual staff, including anti-bullying procedure
- Anti-bullying plan is available on PPHS intranet
- Deputy Principal and Head Teachers provides ongoing support to new and casual staff regarding management of bullying incidents

## 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 and 4	Year 6 Orientation Day in Term 4 and Year 7 Information Evening in Term 1 - parents/carers receive information about BYOD plan (Cyber Safety and Security), Anti-bullying pamphlet and Common Values
All terms	School website and Facebook page highlight topics such as E-Safety Commissioner webpage, Cyber Safety. Promotion of supports such as Kids Helpline, Beyond Blue, HeadSpace and Black Dog Institute.
Term 2 and 3	Parent/teacher night with specific students, needs-based discussion with parents/carers regarding wellbeing issues.
All terms	All bullying incidents are reported to parents/carers in a timely manner as part of the school's anti-bullying procedures.

## 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.

- Identify and acknowledge positive behaviours through the merit system [online positives and passport points] and positive phone calls home
- Proactive and consistent use of Common Values by all staff
- School events: DP High Achievers Morning Teas, Rewards Days, rewards for Excellent Attendance, Student of the Month Awards, Presentation Day
- Harmony Week, R U Ok? Day, Wellbeing Week, NAIDOC week and other specialised days to highlight positive relationships
- Year Assemblies that focus on Common Values and positive relationships
- Programs to support positive behaviours eg Rock and Water, Anti-Bullying Program, Brainstorm Productions, Love Bites, Year 7 Wellbeing lessons
- Adherence to a multi-tiered system of support to meet the wellbeing needs of all students:
  - Tier 1: Universal support that promotes wellbeing and mental health support for all students
  - Tier 2: Targeted group intervention for identified students
  - Tier 3: Individual intensive intervention and referral to external supports


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Signature: 

Date: 31/1/25

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Signature: 

Date: 31/1/25