

# ANTI-BULLYING PLAN 2026

## Chifley College - Senior Campus

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.

### Chifley College Senior Campus' 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	Introduction to all wellbeing staff, including school ARCO, outlining their roles, communication modes and locations
Term 1 Weekly	All Year Advisors to regularly discuss school values and expectations with students at Year Meetings, and revisit as required throughout the year
Term 2	Police Youth Liason Officer talk at full school assembly addressing anti-bullying and cyber safety

## 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
Yearly	Communicate Digital Devices and Online Services Procedure and promotion of <a href="#">eSafety professional learning</a> to all staff.
Yearly	Staff attend ongoing professional learning about best wellbeing practices in school contexts. Staff in key roles and positions attend relevant professional learning to ensure current and best practices are known and applied in our school context. Course include, but are not limited to Mental Health First Aid, Choice Theory, Berry Street Model and Trauma informed practice
Weekly	Leadership Team meetings – Discuss welfare issues, student concerns, and identify strategies to address bullying behaviour and promote unity amongst students. Responsibilities are assigned and support structures implemented to best assist all students. Student concerns are identified through Sentral referrals and also through conversations with staff across faculties, NASCA and Clontarf.
Term 2	Anti Bullying Plan 2022 update - Communicated to staff in meeting (Executive Meeting).
Ongoing	Staff Professional Learning – review school's Anti-Bullying Policy and Procedures, including role of staff members. Awareness of government documentation and information made available to parents.
Beginning of the year	Whole staff debrief to review policies and procedures, discuss welfare issues, and identify strategies to address bullying behaviour and promote unity amongst students.

## 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.

- A member of the Executive Team speaks to all new staff, as part of the induction process.
- All new and casual staff are provided with Chifley Senior Campus' Induction booklet which includes a copy of the school's Anti-Bullying Plan, Student Behaviour Code, Yondr Procedure and Sentral incident reporting procedures
- Staff members are provided with a staff induction by an executive member this includes introduction to the school's Anti-Bullying Policy, reporting procedures for incidents of bullying and the roles of the various staff members in the response process for addressing issues of bullying.
- All new and casual staff are provided with staff lists, and roles and responsibilities including Year Advisors and Wellbeing Coordinators.
- All faculty Head Teachers will mentor and guide new staff through the school's practices and strategies to counteract bullying, as per the school's procedures.
- All new staff will receive access to Sentral for reporting purposes and are required to enter all reported incidences.
- All teachers need to ensure students concerns are addressed and reported.
- All staff to be directed to Professional Learning that is relevant to supporting student wellbeing.

## 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
Ongoing	Official Facebook page and weekly newsletter used to reinforce the school's position on bullying and to provide information and advice to students and parents.
Ongoing	Promotion of counselling and wellbeing services available to the community through school newsletter, website and social media platforms
Ongoing	School Anti-Bullying Plan/Brochure given to all new parents.
Ongoing	2022 Anti Bullying Plan and Digital Devices and Online Services Procedure published in newsletter and website
Ongoing	Promote <u>e-Safety parent courses</u> and <u>Headspace workshops</u> and resources through newsletters and Facebook.

## 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.

- Cohort Leadership Teams - There are six support points/staff for each cohort. Each leadership team includes two Deputy Principals, one Head Teacher and two Year Advisors. There is also a Supervisor of Girls and a Student Support Officer (SSO), who looks after both year groups.
- Learn, Discover & Inspire Program (LDI)- Weekly lesson for 30 minutes. This program is where the Life Ready course is delivered. These are designed to be mentorship style lessons. Classes are split by gender and have continuity of the same teacher for two years. There is also a non-binary class for our non-identifying students.
- Whole School Programs - National Day of Action, NAIDOC Week, Multicultural Day and R U OK Day
- Mentor Programs - Clontarf and NASCA Girls Academy.
- Sporting Programs - Boys and Girls Rugby League Programs, Basketball and Volleyball Programs
- Leadership Camp - YR 12 Leadership Camp. Two-day camp designed to develop leadership skills and enhance the student's personal skills to better equip them for the pressures of the HSC and adolescence.
- Leadership Days - Selected students from both cohorts attend. Activities are designed to strengthen resilience, grit, team work and communication skills in students.
- College Student Leadership Day - Student leaders from Stages 4, 5 and 6 all attend Senior Campus to participate in workshops

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