



SBHS Anti-Bullying Plan

Sydney Boys High School is committed to providing a safe learning environment for all students, while achieving our vision of a school community that contributes positively to the world. This is achieved through proactively educating the boys on appropriate behaviours, as well as undertaking early intervention if any issues arise to foster a culture where bullying is unacceptable.

We believe that all school stakeholders, particularly staff, students and parents, need to be aware of strategies to identify and respond to incidents of bullying. Students require the tools to combat bullying, including how to handle conflict themselves to de-escalate situations, and seeking adult support as needed.

Our school values of dedication, respect, integrity and compassion aim to prevent 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 utilising evidence-based approaches and strategies that promote a positive and inclusive school community.

Bullying behaviour has three key features:

1. It involves the intentional misuse of power in a relationship.
2. It is ongoing and repeated.
3. It involves physical, verbal or psychological 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 relating to anti-bullying can be found on the NSW anti-bullying website (see: <https://antibullying.nsw.gov.au/>), providing evidence-based resources and information for schools, parents and carers, and students.

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. At SBHS we actively encourage all students to be upstanders rather than being passive bystanders when bullying incidents occur.

School staff will promptly respond to any reported student bullying behaviour. All reports of bullying will be investigated by the Deputy Principal and dealt with according to the school discipline procedures and/or resolved through counselling or wellbeing support through the Year Adviser, School Counsellor, Student Support Officer or Head Teacher Wellbeing.

Our school engages in the following practices to promote a positive school culture:

1.1 Student assemblies

Expectations about student behaviour will be discussed and information regularly presented to promote a positive school culture where bullying is not accepted.

Dates	Communication topics
Year Meetings throughout the year	Behaviour Code for students & School Values – focusing on respect & compassion and issues such as ongoing negative behaviours being a form of bullying
Term 2 Assembly	Respecting Diversity

The philosophy of the school regarding bullying of any kind is, “If you see it, report it!”

1.2 Staff communication and professional learning

Teachers have a responsibility to support the school in maintaining a safe, inclusive and supportive learning environment, through modelling and promoting appropriate relationships and behaviours. Non-teaching staff are required to report any incidents of bullying to a teacher or school executive staff.

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
School Development Days Term 1	Behavioural expectations and actions to address behavioural issues, including how to report issues through Sentral
Coaches Induction	Focus on how to positively manage student behaviours and interactions
Term 1 Friday Meetings	Teaching and reinforcing positive and respectful relationships
Staff Meetings	Reminders for staff to actively identify concerning behaviours while on playground supervision, in the corridors, in the classroom, at sport venues
As required	Small group meeting for teachers to target interventions for boys who have been involved in 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.

New temporary and permanent staff undertake a 3-part induction which includes an overview of school processes and how we structure student learning around the school values. They are also provided with documentation to refer to these processes and the flowchart of how to respond to disciplinary and wellbeing matters, also on display in every staff room.

Casual staff are provided with documentation outlining the processes for preventing and responding to student bullying and how to reinforce the values of the school to:

- Foster a positive classroom environment where respect is the core of student interactions.
- Implement the school’s wellbeing and School Behaviour Support and Management Plan.

- Follow a vigilant approach to playground supervision.

2 Partnerships with families and community

Effective schools have high levels of parental and community involvement and are highly encouraged to improve student attendance, engagement, learning and behaviour. This involvement is strongly related to improved student outcomes, attendance and behaviour. Our school proactively builds collaborative relationships with families and the wider community to create a shared understanding of how to support student learning, safety and wellbeing.

Parents who suspect their son to be a victim of bullying in any form are asked to contact the wellbeing team through the front office or StudentWellbeing@sbhs.nsw.edu.au. The school will liaise with parents of any involved students to ensure a safe environment.

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 parents' understanding of how our school addresses all forms of bullying behaviour.

Dates	Communication methods and topic
On enrolment	Outline of school procedures distributed to all new parents
As required	P&C meeting to discuss our student wellbeing philosophy, processes and school support
Regularly	Examples of behaviours to be addressed and celebrated in the school newsletter

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. We aim to:

- increase self-esteem in the students and build their self-efficacy
- empower students to be proactive in problem solving associated with bullying
- heighten awareness at a whole school level.

Social and emotional skills related to personal safety, resilience, help-seeking and protective behaviours are explicitly taught across the curriculum, including Personal Development, Health and Physical

Education (PDHPE) and our Values Education program, as well as the wide range of co-curricular activities.

Examples of other ways our school embed student wellbeing and positive behaviour approaches and strategies in practices include the following:

Dates	Communication methods and topic
On enrolment	Publish student grievance procedures
Day 1	An assembly with new students and their parents to outline our approach and support mechanisms in place
Term 1	Incursion on bullying and its impacts to Year 7
Term 1	Transition to High School program focusing on Connecting Behaviours
Term 1	Peer Support lessons for Year 7 students with Year 10 leaders
Throughout the year	Values Education lessons for Years 7-9, including valuing differences in individuals and case studies of handling bullying issues.
Throughout the year	Regular professional learning sessions for staff on strategies to support students and being proactive in recognising potential signs of bullying
Terms 1 & 3	Use surveys provided to the community to identify trends with bullying and address any arising issues as needed

All students are also encouraged to report potential incidents of bullying through the Student Portal, including when this is witnessed occurring to others. This allows the school to promptly intervene as needed.

Students are reminded that further support and advice is available from a variety of external sources, including:

- <https://www.headspace.org.au/>
- <https://au.reachout.com/>
- <https://www.beyondblue.org.au/>

All matters of bullying will be referred to the relevant Deputy Principal.

1. The Deputy Principal will investigate referrals of bullying in a timely manner, issue an appropriate disciplinary response including the issue of a formal caution if there is evidence of persistent bullying behaviour, contact the parents of both parties, record the incident in Sentral and/or referral to the School Police Liaison Officer.
2. The Deputy Principal will undertake mediation steps with the boys to address the ongoing issues.
3. If the dispute is ongoing, further disciplinary action will be taken against the bully including the potential for suspension. The victim and bully will both be referred to the School Counsellor and/or Year Adviser for restorative mediation.
4. If necessary, the Mandatory Reporting Guide will be used by the School Principal with possible further referral to the Child Wellbeing Unit.
5. Upstanders who take steps to show support for a victim of bullying will be recognised through our school systems.

Any complaints about school processes with regards to anti bullying procedures can be made through the Department of Education's complaints handling process:

<https://education.nsw.gov.au/policy-library/policies/pd-2002-0051>

Last updated: March 2025

Next update: Term 1 2026