

# ANTI-BULLYING PLAN 2023

## Shelley Public 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.

### Shelley Public 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	Revision of Playground and Classroom Expectations + Weekly Kindness Challenges National Day of Action Against Bullying and Violence
Term 2	Peer Support Social Skills Lessons + Weekly Kindness Challenges
Term 3	Whole School Behaviour Expectations (Safe, Respectful and Responsible) Weekly Kindness Messages
Term 4	Anti-Bullying Weekly Kindness Challenges

## 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
Term 1	TPL - Maintaining a Positive School Culture and Relaunch of Positive Behaviour for Learning Induction and Support Meeting - Behaviour Policies and Procedures
Term 2	TPL - Personalised Learning Pathways, including revised templates and procedures
Term 3	TPL - Anti-bullying, revising school procedures and strategies for prevention
Term 4	Evaluation of School Behaviour Data and Planning for 2023 initiatives.

## 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.

Casual Staff:

- Induction by Executive Team Member on first casual day to familiarise with whole school behaviour expectations, procedures and policies.
- Casual Folder provided that outlines procedures in dealing with student behavior management, which aligns directly to the whole school PBL expectations. Signage about a procedure of how to seek support in bullying situations included.
- All casual staff are supported and equipped with tools to manage conflicts that arise and understand procedures for reporting issues when they arise to the relevant personnel.

New Permanent and Temporary Staff:

- Member of the Executive Team leads induction program for new staff, including procedures around student behaviour management and documentation of negative behaviours on slips for entry on SENTRAL.
- Staff are provided with PBL flowchart, student wellbeing polices and information for managing behaviours at a whole school level.
- Signage is displayed in each learning space, setting clear PBL expectations and procedures for dealing with bullying. Staff can

## 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
Terms 1-4	Regular sections of School Newsletter, regarding PBL expectations and Anti-Bullying Procedures, including links to school website, DoE policy and Insights Articles for parents.
Term 1	Signage and School Procedures shared at Connecting Home and School Evening. Posters and Newsletter items to celebrate the National Day of Action Against Bullying and Violence.
Term 2	Peer Support Information shared with Community in School Newsletter and on Social Media.
Term 3	Parent Information Session on Positive Behaviour to Support Learning. P&C Provided regular updates on school procedures and intervention programs.

## 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.

- Whole School Classroom and Playground Expectations, as well as Anti-Bullying strategies are revisited in all classrooms each year. Classes have individual expectations determined from behaviour data and taught explicitly to students.
- PDHPE Curriculum Programs promote social and emotional skills.
- Student Representative Council is established to develop student leadership. SRC organises whole school, stage based and lunchtime activities to support inclusion.
- Peer Support Program implemented in Term 2, focusing on social skills and lead by Stage 3 students.
- Buddy Benches in K-2 and 3-6 playgrounds to support students.
- Utilise the school counsellor and learning support team to support student wellbeing, implementing targeted programs where required.

Completed by: Roslyn Greenwood and Leanita Williams

Position: APC&I and Deputy Principal

Signature: *L. Williams*

Date: 08/04/2023

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Signature: *Jo-Ann Campion*

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