

ANTI-BULLYING PLAN 2021

Ashbury 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.

Ashbury 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 | Behaviour code for students and school expectations |
| Ongoing | Positive Behaviour for learning expectations taught in all classes and discussed at weekly assemblies |
| March / Term 1 | Harmony Day and the National Day for Action Against Bullying and Violence |
| Ongoing | PBL awards given daily in each class to acknowledge students' positive behaviour |

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 | Launch of new school PBL merit system and code of conduct review |
| Term 1 | Classroom Management Fundamentals professional learning modules completed by all teaching staff |
| Ongoing | Staff, Stage and Learning and Support Team Meetings focused on supporting positive student behaviour |
| Ongoing | Positive Behaviour for Learning lessons developed in response to data on student behaviour incidents |

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 and casual staff members are informed of Ashbury Public School's approaches and strategies to prevent and respond to bullying behaviour when it occurs through:

- The induction package provided to staff when they commence work at the school
- Mentoring and supervision provided by an executive staff member who support new staff members' transition into the school
- Principal led induction sessions with new staff members

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 | Meet the teacher presentations include information on our Positive Behaviour for Learning approach |
| Term 3 | The school's anti-bullying plan is reviewed by the School Council and is published on the school website |
| Term 4 | The school's Positive Behaviour for Learning approach is explained to new parents at orientation sessions |
| Ongoing | Individual meetings with parents and carers of students involved in bullying incidents |

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.

Ashbury Public School implements a Positive Behaviour for Learning approach and we have three behaviour expectations, to be safe, be respectful and be a learner. Positive behaviours are explicitly taught and rewarded in each class. The school approaches all negative behaviour incidents as opportunities for learning and teachers follow the principles of restorative practice to support students to learn from and reflect on their behaviour. The school counsellor can also be engaged to support students to reflect on and modify their behaviour.

Students are taught about preventing bullying and strategies for dealing with incidents of bullying in class through the mandatory implementation of the Personal Development, Health and Physical Education syllabus.

Completed by: Ben Heinecke

Position: Principal

Signature:

Date: 26/7/2021

Principal name: Ben Heinecke

Signature:

Date: 26/7/2021