

# ANTI-BULLYING PLAN 2023

## Penshurst 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.

### Penshurst 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	Promotion of school values and expectations through identified focus areas, explicit teaching of expectations and social skills. Positive Behaviour for Learning (PBL) at the first whole school assembly. The Principal explains the school expectations and behaviour code.
Ongoing	Expectations of student behaviour displayed in all classrooms. Expectations of behaviour explicitly taught and reinforced through school wide system.
Ongoing	Assembly to reinforce students nominated for displaying school values/expectations. Behaviour expectations communicated by wellbeing team or executive member.
Ongoing	PBL signage to be displayed around the school in prominent places identifying school expectations.

Term 3	Participation in National Day of Action against Bullying and Violence (NDA). Bullying-No Way! What is bullying? How does a responsible, respectful and resilient school member take a stand against bullying? (Bystander behaviour).
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## 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	Communicate Anti-bullying plan and behaviour code to staff, including their role in identifying and responding to student bullying incidents. Promotion of NSW DoE <a href="#">Anti-bullying</a> resources in staff bulletin
Terms 1-4 Ongoing	Complaints handling policy & procedure and Penshurst Public School process for responding to claims of bullying to go out with weekly staff bulletin.
Terms 1-4 Ongoing	Learning Support Team meetings support the identification of complex cases, focusing on developing strategies to effectively prevent and respond to anti-social behaviour. As part of the ongoing process, behaviour support/learning/education plans to be reviewed and adjusted as necessary.
Terms 1-4 Ongoing	Integration of online safety/digital citizenship into classroom programs utilising <a href="#">NSW DoE and eSafety Commissioner</a> resources where applicable.
Term 3	Anti-bullying plan update to all staff. Link to 'Bullying No Way' to go out with staff publication for response/ feedback based on our anti-bullying approach at Penshurst Public School.

## 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.

- All 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.
- Staff are provided with school information outlining the PBL strategies, Student Wellbeing Procedures, Anti-Bullying Policy and Anti- Bullying Procedures.
- The Principal speaks to new executive staff when they commence at the school, as part of the induction.
- Staff are also familiarised with students with plans, particularly those who may be known perpetrators or vulnerable students who may become victims of bullying.
- Staff are provided with staff lists, and roles and responsibilities
- New staff are mentored by the relevant stage Assistant Principal or a member of the Executive team when they begin at the school.
- New staff are supported by experienced peers in delivering anti-bullying programs and student support plans.
- All new staff will receive access to Sentral for reporting purposes and are required to enter all reported incidences
- 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
Termly Ongoing	Principal's message and promotion of school values and expectations via school newsletter, school website and any other forms of available communication. Anti-bullying plan published on the school website
Term 1	Expectations of student behaviour and school wide system communicated at Meet the Teacher sessions
Ongoing	P&C meetings where the Anti Bullying Policy is discussed and distributed to parents.
Ongoing	Behaviour code for students available on <a href="https://education.nsw.gov.au/content/dam/main-education/policy-library/associated-documents/pd-2006-0316-01.pdf">https://education.nsw.gov.au/content/dam/main-education/policy-library/associated-documents/pd-2006-0316-01.pdf</a>
Term 2	Promotion of student participation in National Day of Action against Bullying and Violence (NDA). Bullying-No Way!
Term 4	School Newsletter – article for parents on supporting their child with conflict resolution and strategies for responding to issues of bullying. Method of reporting bullying issues outlined.  Strategies to support parents when their child is the bully. Supporting strategies for bystanders.

### 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.

Examples of how Penshurst Public School will embed student wellbeing and positive behaviour approaches and strategies in practices include the following:

- PB4L is a focus at every K-2/3-6 assembly
- Positive student playground behaviour is rewarded through the Gotchas system
- Explicit teaching of PDHPE content and social skills lessons in resilience and social-emotional learning
- Strategic Direction 3 Team, alongside SRC, to support student initiatives (Student voice)
- Merit Award systems acknowledging student strengths and achievements
- School Excursions and Incursions
- An active Positive Behaviour for Learning (PBL) program that encourages, promotes and models positive student behaviour
- Wellbeing Days that focus on building student's connectedness and resilience.
- National Day of Action against Bullying and Violence
- NAIDOC Week and Harmony Day celebrations
- Sporting programs that consists of a mixture of gymnastics, dance, athletics, major sports, PE, health and wellbeing, social skills, utilising a range of innovative teaching resources
- PSSA sport is offered for Year 3 -6 students, teaching students the skills of the games as well as team work and sportsmanship
- Anti-bullying programs explicitly taught by class teachers incorporating recognising bullying behaviour, bystander behaviour and responding to bullying behaviour
- PB4L/ Learning Support Team meetings to analyse student behaviour data on Sentral and amend the School Behaviour Support Management/ Student Wellbeing Plan

Completed by: Vanessa Kojic

Position: School Wellbeing Officer

Signature:

Date: 20/06/2023

Principal name: Mr J. Lie

Signature:



Date: 27/06/2023