

Grahamstown Public School

Anti-bullying Plan 2019

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.

Grahamstown Public School 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
12/3/19	Identify what bullying is and the types of bullying that exists.
13/3/19	Explore the role of friends and bystanders- this problem is everyone's responsibility.
14/3/19	Making a personal commitment to stand up against bullying.
26/7/19	Bullying No Way Re-commitment / peer support program commences.

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	Managing and responding to classroom behaviour.
Term 2	PBL: Encouraging positive behaviour and responding to problem behaviour.
Term 3	PBL: Review procedure, Identity tiered behaviours and response plans.
Term 4	PBL: Review procedure, Identity tiered behaviours and response plans.

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.

- Principal addresses all new executive and teaching staff into the school as part of induction process.
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- Grahamstown Public School Well-being
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- Anti-bullying plan is included in Wellbeing package and is issued as a handout to all new staff, including casual staff.
- Wellbeing package includes:
 - PBL Matrix, Consistency guide and flowchart
 - School buddy class system
 - Anti-Bullying plan
 - Incident reporting information
 - Wellbeing and good discipline policy.
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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 topics
Term 1	Well-Being Overview: Parent Teacher information session.
Term 2	PBL fact sheet: Newsletter / Facebook
Term 3	PBL Relaunch: Parent information session and morning tea.
Term 4	Bulling No way Peer Support program information for 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.

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.

PBL Relaunch Friday May 3rd 2019. This officiates our school's commitment to provide a quality, evidence based approach to students well-being.

Well-being officer: Full time Assistant Principal position enables sustained and effective focus on student welfare and support systems.

Related professional development for staff: Be You Metal Health, Positive Partnerships, Zones of Regulation, Positive Schools.

Completed by: Veronica Teasdale

Position: Assistant principal

Signature: _____ Date: 9/5/2019

Principal name: Michele Winn

Signature: _____ Date: 9/5/2019