

# ANTI-BULLYING PLAN 2023

## Samuel Gilbert 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.

### Samuel Gilbert 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	Reminder of expectations of behaviour whole school (Senior Exec) ) K-2 and 3-6 assemblies (APs)
Terms 1-4	Reminder of school values, integration of anti bullying in student assemblies
Terms 1-4	Integration of anti bullying in PDHPE sequences of learning

## 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	SDD revise wellbeing guidelines and procedures, Code of Conduct and anti bullying plan
Term 2	Revise wellbeing procedures including anti bullying plan
Terms 1-4	Wellbeing agenda item including anti bullying in Staff Communication and Administration meeting
Terms 1-4	Targeted and recommended professional learning for relevant staff

## 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.

Our school induction process provides new, casual and temporary staff members with approaches and strategies to prevent and respond to student bullying behaviour should it occur. Examples include:

- new staff participating in induction and receiving information through our staff handbook
- new executive staff welcomed by senior executive when they enter on duty
- new staff welcomed by assistant principals when they enter on duty
- our wellbeing guidelines and behaviour management flow chart are explained and each teacher has access to the fluid and responsive package on the staff Teams drive
- casual staff are advised of who is available to support them should they need support with behaviour management
- casual staff books with student profiles highlight student needs, context and any additional support for relevant student. These include an indication of confidential incidents which casual teachers should discuss with a member of the wellbeing team

## 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 4 2022	New Parent / Kindergarten workshops including wellbeing and anti bullying policy and school practice
Term 1	Meet the Teacher evenings promote wellbeing practices and procedures
Terms 1-4	School Newsletters and correspondence to parents highlight wellbeing policies and procedures
Terms 2	P&C meetings designated to discuss updating of wellbeing policies and procedures followed by ongoing discussions as needed

## 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.

- Learning and Support Team referrals and follow up
- Counsellor intervention in the form of parent discussion and/or student discussion and/or liaison with external support personnel
- PDHPE programs relevant to student need
- Targeted Stage 2 wellbeing program
- Buddy program involving Kindergarten and Year 6 students
- Ned's Mindset Mission incursion for whole school to promote student wellbeing

Completed by: Rebecca Woodbury (CT) Gilliane Appave (DP)

Position: Classroom Teacher, Deputy Principal

Signature: \_\_\_\_\_ Date: 12.06.23

Principal name: Greg McLaren

Signature: \_\_\_\_\_ Date: 12.06.23