

# ANTI-BULLYING PLAN 2023

## Metford 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.

### Metford 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
Ongoing	Anti-bullying behaviour expectations taught through; PBL lessons, anti-bullying class activities from DoE and/or Bullying No Way resources', students recognised at weekly assemblies for achievement on PBL system
Various events	2022- Respectful relationships, Harmony Day, NAIDOC Week, National Day of Action Against Bullying (promoting multiculturalism and anti-racism), Stage appropriate 'Wellbeing Day' that focus' on topics
Term 1	Cyberbully unit taught in class at the start of each year. Online cyberbully resources- digital citizenship on DoE intranet

## 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
Ongoing	Staff Professional Learning on 'Restorative Practice' as a whole school teaching approach that focuses on building and restoring positive relationships which inspires genuine remorse
Ongoing	Staff Professional Learning for all relevant to assist with identification e.g., 'Trauma Informed Practice' Staff Professional Learning to reinforce school Anti-bullying approach e.g., School Improvement Plan
Ongoing	Teacher programs show evidence of well-being practices being utilised in the prevention of bullying - PBL Lessons highlighting Anti bullying approaches
Weekly	Learning Support Team meeting to discuss any reported incidences
Annually	Review and update Anti-Bullying Plan

## 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.

As part of the new casual, temporary or permanent staff induction process a member of the school executive will outline the school's approaches and strategies to identify and respond to student bullying behaviour and provide them with; a copy of the schools Anti-bullying plan, a casual folder, advise them of reporting procedures and the roles of various staff members in the response process for addressing issues of bullying. New executive staff complete an induction with the Principal.

Each classroom has a written flow chart of school processes in PBL. Weekly lessons and support materials are accessible to all staff to support the whole school implementation of positive behaviour for learning.

All staff to be directed to professional learning that is relevant to supporting student wellbeing and preventing and responding to bullying.

## 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
Weekly	Promotion of special days e.g., National Day Against Bullying, Harmony Day, NAIDOC Week, CyberBullying etc along with Anti-bullying resources, posters etc published in Newsletter/Facebook.
Weekly	PBL weekly focus in school Newsletter / Facebook page explaining school wide expectations of bullying prevention.
Ongoing	Principal informs new enrolments of the schools' position on bullying and to provide information and advice about how to identify and report bullying behaviour.
Ongoing	Awareness of department resources to prevent and respond to bullying on the DoE website made available to parents.

## 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.

At Metford Public School we believe all students, staff, parents, and the wider school community have the right to be treated fairly and with dignity in an environment free from disruption, intimidation, harassment, discrimination and victimisation. Positive relationships are fostered through welfare / wellbeing programs such as PBL and high expectations of exemplary behaviour are maintained. Underpinning all school policies and procedures are our core values of: Commitment, Respect and Responsibility.

Other examples include:

- whole school wellbeing initiatives: Harmony Day, NAIDOC Week, National Day of Action against Bullying, Positive Behaviour for Learning, Second steps, Stage 2 & 3 Wellbeing Day
- restorative meeting with students experiencing conflict
- support from Police Liaison Officer.
- 8 Ways Pedagogy: Wellbeing for all Aboriginal and Torres Strait Islander students.

Completed by: Mrs Rachael O'Neile & Mrs Christine Attard

Position: Assistant Principal's

Signature:

Date: 20/12/2022

Principal name: Mrs Catherine Watt

Signature:

Date: 01/02/2023