



Education &  
Communities

# Anti-bullying Plan

Prestons Public School





# Bullying:

## Preventing and Responding to Student Bullying in Schools Policy (2011)

The NSW Department of Education and Communities rejects all forms of bullying. No student, employee, parent, caregiver or community member should experience bullying within the learning or working environments of the Department.

### Bullying

**Bullying is repeated verbal, physical, social or psychological behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons. Cyber bullying refers to bullying through information and communication technologies.**

**Bullying can involve humiliation, domination, intimidation, victimisation and all forms of harassment including that based on sex, race, disability, homosexuality or transgender. Bullying of any form or for any reason can have long term effects on those involved including bystanders.**

**Conflict or fights between equals or single incidents are not defined as bullying.**

Bullying behaviour can be:

- **verbal** eg name calling, teasing, abuse, putdowns, sarcasm, insults, threats
- **physical** eg hitting, punching, kicking, scratching, tripping, spitting
- **social** eg ignoring, excluding, ostracising, alienating, making inappropriate gestures
- **psychological** eg spreading rumours, dirty looks, hiding or damaging possessions, malicious SMS and email messages, inappropriate use of camera phones.

The term “bullying” has a specific meaning. The school’s Anti-bullying Plan sets out **the processes for preventing and responding to student bullying**. The school has a range of policies and practices, including welfare and discipline policies that apply to student behaviour generally.

Schools exist in a society where incidents of bullying behaviour may occur. Preventing and responding to bullying behaviour in learning and working environments is a shared responsibility of all departmental staff, students, parents, caregivers and members of the wider school community.

**School staff** have a responsibility to:

- respect and support students
- model and promote appropriate behaviour
- have knowledge of school and departmental policies relating to bullying behaviour
- respond in a timely manner to incidents of bullying according to the school’s Anti-bullying Plan.

In addition, teachers have a responsibility to:

- provide curriculum and pedagogy that supports students to develop an understanding of bullying and its impact on individuals and the broader community.

**Students** have a responsibility to:

- behave appropriately, respecting individual differences and diversity
- behave as responsible digital citizens
- follow the school Anti-bullying Plan
- behave as responsible bystanders
- report incidents of bullying according to their school Anti-bullying Plan.

**Parents and caregivers** have a responsibility to:

- support their children to become responsible citizens and to develop responsible online behaviour
- be aware of the school Anti-bullying Plan and assist their children in understanding bullying behaviour
- support their children in developing positive responses to incidents of bullying consistent with the school Anti-bullying Plan
- report incidents of school related bullying behaviour to the school
- work collaboratively with the school to resolve incidents of bullying when they occur.

**All members of the school community** have a responsibility to:

- model and promote positive relationships that respect and accept individual differences and diversity within the school community
- support the school’s Anti-bullying Plan through words and actions
- work collaboratively with the school to resolve incidents of bullying when they occur.

# Our School Anti-Bullying Plan

This plan outlines the processes for preventing and responding to student bullying in our school and reflects the *Bullying: Preventing and Responding to Student Bullying in Schools Policy* of the New South Wales Department of Education and Communities.

*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.*

## Prestons Public School's commitment

Prestons Public School does not tolerate bullying in any form, including online (or cyber) bullying. All members of staff and the school community are committed to ensuring a safe, inclusive and respectful learning community in a caring environment which promotes student wellbeing. This is reflected in the school Code of Conduct and our Behaviour policy.

Our staff are committed to establishing evidence-based approaches and strategies that promote a positive climate where bullying is less likely to occur. Students, teachers, parents and the community will be aware of the school's position on bullying which is zero tolerance. School staff will actively respond to student bullying behaviour.

## 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.

- Weekly whole school assemblies – Student leaders share PBL rule and behaviour expectations
- Fortnightly – Awards and behaviour expectations, including bullying, are spoken about at Stage assemblies
- Weekly – Students participate in social and emotional wellbeing lessons
- Term 1 – School leaders collaborate with the whole school community to review our whole school behaviour plan.



## 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.

- Term 1 - Whole staff meeting to collaborate and review behaviour policies/anti-bullying plan
- Term 1 – All staff review individual student plans (PLaSSP, Ready to Learn Plans, Behaviour Support Plans)
- Term 1 – Link to *Bullying No Way* site to be shared with staff and discussed during stage collaboration time.
- Term 1-4 – Weekly PBL rule is shared with all staff and class posters shared (these include anti-bullying behaviour)
- Term 1-4 - PBL team meet fortnightly to review Sentral referrals and plan accordingly to address emerging issues.

## 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 way:

- All new temporary or permanent staff participate in an induction held by an executive. The induction shares information of whole school Behaviour Plan, Anti-Bullying Policy and Behaviour Management flowchart. All information is stored on the schools TEAMS drive that is accessible to staff.
- All casual staff participate in an induction held by one of the executive staff. The induction shares information of whole school

Behaviour Plan, Anti-Bullying Policy, Behaviour Management flowchart and relevant individual student plans. All information is accessible to casual staff in the casual folders they are provided with.

## 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 the bullying behaviour, as the person being bullied or as the person witnessing the bullying behaviour). The following are published on our school's website:

- 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.

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- Term 1 – parent forum/information session on behaviour policies/anti-bullying plan
- Term 1 – Communicate behaviour policies/anti-bullying strategies in newsletter
- Term 2 – Share ratified behaviour policies/anti-bullying plan With P&C
- Term 2 – Newsletter update on behaviour policies/anti-bullying strategies
- Term 3 - Newsletter update on behaviour policies/anti-bullying strategies
- Term 4 - Newsletter update on behaviour policies/anti-bullying strategies
- Term 4 – Parent forum to review behaviour policies/anti-bullying strategies (as a part of the whole school review)

- Encourage the effective use of playground time through lunch play initiatives such as PALS, board games, extra-curricular activities and oval field games led by teachers.
- Effective playground duty rosters and active playground supervision.
- Provide quiet and passive areas during break times for example seating areas, buddy benches, library.
- Provide students with an opportunity to report bullying behaviours
- Buddy program across grades
- Student leader initiatives including Student Parliament to allow for and encourage student voice and agency
- Students have access to teachers, SLSOs, mentors, school counsellor and other counselling services.
- Internet Safety and Cyber Bullying Programs K-6, also supported and delivered by Police Liaison Officer

### 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.

- Implement social and emotional wellbeing lessons through the delivery of Grow Your Mind and strategies from Berry Street Education Model to support students to self-regulate

### 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.

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