

Balarang 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.

Balarang 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
February	Every section of Behaviour Matrix taught to all students
March	Bullying No Way Day - rotation of anti-bullying lessons across the school
April	Visiting Brainstorm Production examining cyber bullying and assertiveness
May	Mixed Year groups day of STEM activities and building of social cohesion and skills
June	Whole-school participation in Multicultural Perspectives Public Speaking Competition
July	Every section of Behaviour Matrix taught to all students
Fortnightly	PBL focus lesson – including social/emotional skills, behaviour expectations and anti-bullying strategies
Daily	Reminders, display of posters, roleplays and guessing competitions around the PBL focus

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	Review of Behaviour Management Flowchart
TERM 2	Trauma Informed Practice
TERM 3	Review and Staff-consulted Alteration of Use of reporting behaviour systems including SENTRAL
TERM 4	

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.

New and casual staff are briefed by one of the executive staff members when they enter duty at the school. As part of the induction process, they are informed of the school's approaches and strategies to prevent and respond to student bullying behaviour. The school executive liaise with new and casual teachers to check their understanding of these processes and procedures.

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: School Anti-bullying Plan, NSW Anti-Bullying website, and 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
Weekly	PBL focus explained in Newsletter and posters displayed where parents congregate
Fortnightly	Whole-school assembly skits and explanations of PBL focuses to parent audience
Term 1	Newsletter, Facebook, dress-ups and posters promoting Harmony Day, and Bullying No Way Day
Annual	Consultation with P & C and parent/community focus groups to review Anti-bullying policies and procedures

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.

Balarang Public School is a Positive Behaviour for Learning (PBL) School. We use a whole-school approach to create a positive, safe and supportive learning environment where students can learn and develop. This includes an open, creative, nature-based playground with many opportunities for social interactions and building a sense of belonging. Our whole school community works together to teach explicit social and emotional skills, and students are supported with acknowledgement systems such as Balarang Stars. When it is deemed appropriate, Restorative Justice approaches are used to bring about reconciliation and long-term change in behaviours.

Completed by: Richard Bromwich

Position: Well-being and Learning Assistance Teacher & PBL Team Leader

Signature: _____ Date: 3/09/2019

Principal name: Anne-Marie Hurley

Signature: _____ Date: 3/09/2019