

# ANTI-BULLYING PLAN

## McCallums Hill Public School

Bullying behavior 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.

### McCallums Hill 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
Annually	In Term1, students K-6 are introduced to/reminded of and provided with the Behaviour code for students in all NSW Public Schools.
Termly	The Behaviour Code for students is also reinforced at the start of each term and as required throughout the year.
Term 1	In Term 1, students are introduced to/reminded of the school's Positive Behaviour for Learning (PBL) expectations.  Individual class expectations are jointly constructed with students based on PBL expectations and referred throughout the year to promote positive behaviour
Weekly	School wide PBL expectations are communicated to all students at morning muster and assemblies and through posters displayed in classrooms

Weekly	PBL lessons taught in classrooms
Term 1	Ant-bullying units of work are taught in all classrooms and reinforced throughout the year
Biannually and at a point in need	Police Youth Liaison Officer visit to discuss anti-bullying
Annually	Students take part in National Day of Action against Bullying learning activities
Ongoing	PDHPE programs about anti-bullying (including cyber-bullying) and respectful relationships are taught across the school, throughout the year, as per the scope and sequence.

## 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
Annually	Staff complete mandatory professional learning – Child Protection
Annually	The school wide wellbeing approach, positive and negative behavior procedures and anti-bullying procedures and anti-bullying policy are communicated to staff.
Annually	Review and refresher on Anti-bullying units of work
Annually	Review of school discipline policy
Twice term	The PBL team meet to monitor and discuss student behavior data, and implement school wide strategies to support positive student behavior. Data is collated and presented to staff.
Ongoing	All staff teach and reinforce respectful relationships, monitor and respond to incidents of bullying
Ongoing	Wellbeing and inclusion is listed as a stage meeting agenda to allow for behavioural and bullying concerns to be discussed and responded to promptly.

## 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:

- information is provided in a handout to staff when staff enter on duty at the school
- an executive staff member speaks to new and casual staff when they enter on duty at the school of McCallums Hill Public School's wellbeing approach, positive and negative behaviours and subsequent actions, and PBL expectations. New staff are mentored by the Assistant Principal.
- the Principal speaks to new executive staff when they enter on duty at the school, as part of the induction process.

## 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
Annually	Parents/carers are provided with the Behaviour Code for students in NSW Public Schools
Annually	In Term 1, parents/carers are invited to the "Meet the Teacher Night". During this session, information about the school-wide wellbeing approach, the Behaviour Code for students, positive and negative behavior procedures, the care continuum and anti-bullying is communicated through a presentation.
Ongoing	School website and newsletters promoting a positive school culture and addressing bullying behaviours
Term 1	In Term 1, three-way conferences involving parents/carers, students and teachers are held to discuss student learning and wellbeing. This provides the opportunity for parents/carers and teachers to discuss how they can best support students socially and emotionally.
Ongoing	PBL expectations focus committed to attendees at assembly and signage around the school. Messages about anti-bullying are included in the newsletter and on the school Facebook page.

## 3. Support for wellbeing and positive behaviours

At McCallums Hill Public School, we are committed to creating a safe and supportive learning environment where all students feel known, valued and cared for. 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:

- we continue to implement Positive Behaviour for Learning (PBL) to explicitly teach, recognise and reinforce positive student behavior and behavioural expectations.
- social and emotional learning programs promote student wellbeing by teaching students the skills and knowledge to form respectful relationships, respond to challenging situations with resilience, act with kindness and regulate emotions.

Completed by: Penny Sklavounos

Position: Assistant Principal

Signature: *Penny Sklavounos*

Principal name: Elizabeth Markovski

Signature: *Elizabeth Markovski*