Education

## ANTI-BULLYING PLAN

## Bilpin 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.

## Bilpin 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 |
| :--- | :--- |
| T1, Week 1 | Behaviour code for students |
| Fortnightly | Positive Behaviour for Learning Expectations Focuses |
| Twice per term | Learning Dispositions Focuses |
| Term 1, March | Harmony Day, National Day of Action against Bullying and Violence |

### 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 | Teaching and reinforcing respectful relationships <br> Fxnlicit tearhind nf I earner Disnnsitionss and Growth Mindsets in earh clascrnnm |
| Ongoing | PBL framework implementation with staff meetings and data analysis of incidences recorded. Explicit |
| Weekly | Learning and Wellbeing and Learning and Support Meetings <br>  |
| Term 3 | Police Youth Liasion Officer Teacher and Parent nformation Sessions |

### 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 they enter on duty at the school regarding the school's PBL program, inclusive of classroom and playground expectations and the Student Behaviour Code.
* The principal provides induction for new and casual staff when they enter on duty at the school. An orientation folder of policies and procedures is provided.


## 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

### 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.


## 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.

> Whole school events such as Harmony Day, National Day of Action against Bullying and Violence, R U Ok? Day, Wear it Red for Daniel are held annually. Smiling Mind lessons are taught by the Teacher Librarian in weekly lessons and reinforced by class teachers. Cyber-safety talks are conducted by the Hawkesbury Police Youth Liaison officer for students, staff and parents every year as part of the schools PDHPE program. Storm Birds, Art Therapy and Bounce Back are resilience programs facilitated in small groups.
> At Bilpin, we utilise the 8 ways Pedagogy Wellbeing for students who identify as Aboriginal and Torres Strait Islander. The school is continuing the implementation of Learner Qualities as part of the Visible Learning framework.
> Students have opportunities to undertake various leadership roles including; Library Monitors, Environmental Leaders, House captain and School Captain. The school owns chickens and vegetable gardens maintained by the students. The schools works with local Environmental Education Centres, the Centre of Excellence and members of the community on environmental and cultural projects.
> Students have opportunities to participate in extra curricular activities including Dance Group, choir, representative sport, enrichment programs, environmental education, leadership and transition programs, as well as after school guitar groups and

Completed by: Melanie Mackie
Position: Principal
Signature:


Date: 5.3.23
Principal name: Melanie Mackie
Signature:

Date:
5.3.23

