

# ANTI-BULLYING PLAN 2024

## Bankstown 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.

### Bankstown 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
Across the year	Behaviour code for students
Across the year	Positive Behaviour for Learning Core Values with a focus on particular values e.g. safe, respectful
Across the year	Behaviour expectations are modelled, monitored and implemented by staff and student leadership team.
Across the year	Cyber safety awareness and cyber bullying

## 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	Professional Learning on the Department of Education's Code of Conduct and The Leader in Me.
Across the year	Professional Learning on the new Student Behaviour Strategy and the Restrictive Practices Policy and procedures.
Term 2/3	Wellbeing team to implement the new DoE Behaviour Support and Management Plan and work towards compliance.
Term 4	APLAS professional learning on Understanding Behaviour.

## 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.

Our school induction process provides new casual and temporary staff members with approaches and strategies to prevent and respond to student bullying behaviour should it occur. Examples include:

- New staff participating in induction and receiving information through our staff handbook
- New and casual staff are welcomed by the Principal / Deputy Principal when they enter on duty. Our School Behaviour Support and Management Plan is explained.
- Casual staff are advised who is available to support them should they need to manage behaviour.
- Posters are visible in all settings of the school that promote our school expectations.

## 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
Term 1	P&C Meeting - Outlining the Anti-bullying Plan and describing the types of behaviours that are considered bullying. Explanation of school procedures if this occurs.
Across the year	School Website, Facebook page and Class Dojo provide timely information to families including resources for parents to support school initiatives.
Across the year	Meet the teacher, parent interviews and Class Dojo provides personalised social and professional conversations with families.
Across the year	Teaching and executive staff will contact individual parents if an incident involving bullying occurs involving their child to discuss follow-up and family support.

## 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.

- Positive Behaviour For Learning
- The Leader In Me
- Explicitly teach the BPS school values of safe, respectful, learners K-6.
- Explicitly teach cyber safety.
- Explicitly teach students strategies to be safe, healthy and empowered.
- Explicitly teach students that they are responsible for their own and others' safety and wellbeing.
- Explicitly teach students how their empathy, inclusion and respect impact on themselves and others.
- Harmony Day, National Day of Action Against Bullying
- Extra Curricula - PSSA, Music, Public Speaking

Programs include:

- Child Protection, Creative Kids, Peaceful Kids, Cool Kids, Season for Growth, Transition to High School Workshop, Rock and water, DRUMBEAT, Journey of Hope, WorryWoos, Police Youth Liaison Officer

Completed by: Julianne Lye

Position: Deputy Principal

Signature: *J. Lye*

Date: 13.2.24

Principal name: Kim Collas

Signature: *K. Collas*

Date: 13.2.24