

ANTI-BULLYING PLAN 2023

St Clair 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.

St Clair 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
Ongoing	Behaviour code for students – with teachers, discussed in class.
Ongoing	PBL - school posters with expectations in classrooms. In class lessons. Signage with PBL expectations around school.
Weekly	PBL - weekly focus feeding back from data. Announced daily, discussed in class frequently.

Ongoing	Class Culture - Systems in place encouraging supportive behaviours in the classroom.
Ongoing	Explicit teaching and modelling of specific skills including behaviour expectations and social skills.
Commencing Term 3	Real Schools
Throughout the Year	Cyber Safety Webinars – eSafety Commissioner: February – Be an eSafe kid – Connect. Reflect. Protect, August – Be an eSafe kid: Take action against bullying online, September – Be an eSafe kid: Be safe, be supportive

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
Fortnightly	PBL Meetings
Weekly	PBL focus discussed in weekly TIM meetings
Fortnightly	Executive Behaviour Analysis – Monday / Staff Behaviour Meeting - Tuesday
Commencing term 3	Real Schools – professional development Wks. 2, 3, 4, 6, 7, 8, Term 3
Term 4 Executive	My PL: CESE Publications: Anti-bullying Interventions in Schools - What Works?
Ongoing	Anti-bullying (nsw.gov.au) – resource for staff
Ongoing	Training for professionals eSafety Commissioner – online training resource for staff.

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 staff are taken through an induction process including being provided with the school’s Anti-Bullying Policy, reporting procedures for incidents of bullying and the roles of staff members in response for addressing issues of bullying.

Casual staff receive reporting incident form to be completed in cases of bullying. Directions on the incident reporting form indicate who they should pass the information to so that it can be acted upon by executive staff. Executive speak to casual staff to provide essential information about students and procedures relevant to the class they are teaching.

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
Ongoing	Anti-Bullying message on Facebook page and school newsletter, including bystander behaviour
Ongoing	PBL message pushed to parents through newsletter and Facebook
Twice a term	P&C Meetings
Tri Weekly	School Newsletters
As needed	Contact with parents
Ongoing	Flowchart for parents reporting concerns re: potential bullying.
Ongoing	Parents eSafety Commissioner – online resource for parents, link shared at selected times.

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.

Anti Racism Policy

Anxiety Project

Real Schools

Reflection Sheets

3P's – Real Schools

St Clair PS Trade Up Awards

Caught You Being Good

Koori Kids – including Monday and Friday breakfast club.

MiniLit, EALD, Support Groups for identified student learning needs.

Learning Support Team

Zones of Regulation

Parent Teacher Interviews

Morning Welcome – Executive staff on front and back gates, welcoming students and parents each morning.

Kitchen Garden

Harmony, Multicultural and NAIDOC Days, Reconciliation Week

Transition and orientation programs

Extra-curricular opportunities - Dance Groups, Choir, Sporting Programs, eg Basketball, Gymnastics, Gala Days, Public Speaking, Verse Speaking

Assembly Awards, End of Year Presentation Day

Completed by:

Position: Malcolm Heath

Signature:

Date:

Principal name: Elizabeth Goodwin

Signature:

Date: