

ANTI-BULLYING PLAN 2023

Minnamurra 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.

Minnamurra 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
March/Term 1	Bullying is clearly defined across the school and presented to the students by our student leaders.
March/Term 1	Student PBL/Wellbeing leaders present a lesson about our anti-bullying/upstander strategies to the school.
August/Term 3	K-6 lessons on diversity leading into the National Day of Action against bullying.
August/Term 3	Backflips against bullying show organised for all students K-6 to attend for NDA Against 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
Feb/Term 1	Bullying behaviour is clearly defined and discussed with all staff during staff meetings.
March/Term 1	High Five strategies and upstanding behaviours are embedded into our PBL matrix and are a focus.
All year	PBL team collate data, monthly, on the incidents recorded of bullying and proactively support students.
July/Term 3	PL to staff on definitions/reporting strategies - Staff are supplied with school anti-bullying guidelines.

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.

Support for casual and new staff -

- ALL casual staff are provided with a casual folder on arrival which has our PBL Handbook which includes expectations and procedures.
- Anti-bullying guidelines will be provided in casual folders to staff when they enter on duty at the school.
- Playground guidelines on active supervision and reporting of incidents, for each setting in the school will be supplied to ALL teachers, both casual and new as well as included in casual folders.
- An executive staff member will speak to new and casual staff when they enter on duty at the school.
- The principal speaks to new executive staff when they enter on duty at the school, as part of the induction process.
- ALL staff will be offered online PL opportunities via the e-safety commissioner website and via the DoE portal - communicated through our staff meetings.

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
All year	Community donates to our kindness awards twice a term to ensure a positive and inclusive culture
All year	Anti-bullying guidelines and plan are included on school website
August/Term 3	School newsletter - sharing of what's happening in classrooms from lessons on diversity
August/Term 3	School newsletter - definition of bullying shared alongside strategies used by students including upstanders

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.

Our school PBL values are explicitly referred to and taught daily, throughout the year in classrooms and also at assemblies. Behaviour incidents are tracked and this data drives our planning for our PBL focus. Our PBL values ensure that there is a common language school-wide for all staff, all students and community. Our PBL anti-bullying lessons include a whole school approach in developing empathy and teaching diversity to students in direct response to bullying behaviours. All students are taught a series of lessons on our High Five Strategies, empathy, emotional literacy and also develop an understanding of diversity in society. Systems of support for mentoring/coaching and reteaching of inappropriate behaviours are also in place.


Completed by: Braidy Murphy

Position: Assistant Principal - Wellbeing

Signature: 

Date: 6/2/2023

Principal name: Linda Wilbraham

Signature: 

Date: 6/2/2023