

# ANTI-BULLYING PLAN 2024

## Grafton 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.

### Grafton 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. As a preventative measure the school will provide students with a range of class-based learning opportunities to explicitly promote diversity and inclusion. DoE resources can be found at <https://education.nsw.gov.au/student-wellbeing/attendance-behaviour-and-engagement/anti-bullying/educators/antibullying-units-of-work>

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   |
|--------|--|
| Term 1 | <ul style="list-style-type: none"> <li>Signed Behaviour code for students (including a reference to social media regulations); PBL Refresher Powerpoint</li> </ul>   |
| Weekly | <ul style="list-style-type: none"> <li>Explicit teaching of behaviour skills through Positive Behaviour for Learning (PBL) lessons, including data informed focus areas</li> <li>Campus and Stage Assemblies promoting the schools' positive behaviour expectations</li> </ul> |

|          |  |
|----------|--|
|          | <ul style="list-style-type: none"> <li>• Celebration of achievement in positive conduct awards (Stage Assemblies)</li> </ul>   |
| Termly   | <ul style="list-style-type: none"> <li>• Celebration of achievements in positive conduct (Award Ceremonies Week 4 and 8)</li> </ul>  |
| Annually | <ul style="list-style-type: none"> <li>• Engagement in the National Day of Action Against Bullying and Violence, Harmony Day, Anti-Bullying Day &amp; RU OK? Day</li> </ul>        |
| Ongoing  | <ul style="list-style-type: none"> <li>• Staff facilitate intervention and restorative practice supports for individual students based on the schools Wellbeing Policy.</li> </ul> |

## 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       | <ul style="list-style-type: none"> <li>• Introduction of Behaviour and Anti-bullying Plans to staff</li> </ul>   |
| Term 1       | <ul style="list-style-type: none"> <li>• Professional learning to refresh PBL to staff; Grades K-6 PBL lessons delivered by classroom teachers</li> </ul>  |
| Twice Termly | <ul style="list-style-type: none"> <li>• Staff Meetings with a focus on PBL and the reviewing of data for forward planning - presented by the PBL team</li> </ul>  |
| Ongoing      | <ul style="list-style-type: none"> <li>• Student wellbeing is on campus, stage and LaST meeting agendas</li> <li>• Staff professional learning in student wellbeing, social and emotional learning and bullying response</li> <li>• Transition profiles along with Sentral entries</li> <li>• Executive monitoring of student behaviour</li> </ul> |

## 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.

- Deputy Principal reviews procedures with all new teaching, support and administrative staff as part of the schools' induction process
- Casual staff are provided with a daily folder including school expectations, staff personnel, wellbeing policy, behaviour incident reporting procedures and templates to record information.
- Casual staff are provided with class Casual folder. This includes timetables, health/behaviour plans, class profile and daily organisation.
- Daily Sentral notices are uploaded by 7:30am. This provides both teaching and casual staff a run down of the day, duties and any other changes to routines. Included in this notice is the PBL Weekly focus.
- Each classroom has visual supports about behaviour expectations and consequences clearly displayed as reference for all staff.
- Ensuring Mandatory Training is completed

## 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.

Schools may offer parents/carers ongoing support through the schools' counselling team or external agencies.

## 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  |
|----------|--|
| Weekly   | <ul style="list-style-type: none"> <li>PBL Focus on What's on Facebook Post</li> </ul>   |
| Term 1   | <ul style="list-style-type: none"> <li>Parent/Carer information session</li> </ul>   |
| Semester | <ul style="list-style-type: none"> <li>Antibullying information sent via school website, Facebook and school newsletter</li> </ul>   |
| Annually | <ul style="list-style-type: none"> <li>Involve support from Police Youth Liaison for Cyber Bullying and social media understanding</li> </ul>  |
| Ongoing  | <ul style="list-style-type: none"> <li>Parents/carers consulted re students requiring behaviour intervention and supports</li> <li>School community partnerships promoted and PBL updates provided by principal in P&amp;C Meetings</li> <li>Newsletter editions to include PBL focus for each fortnight.</li> </ul> |

## 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:

- creating a safe, stimulating and enjoyable school environment for all students
- explicit and ongoing teaching of school wide behaviour expectations for all students K-6
- consistent implementation of negotiated classroom expectations, routines and procedures
- clear identification of the behaviours that are unacceptable via the school's Wellbeing Policy
- promotion of the school's Anti-Bullying Plan throughout the school community via the school's website, assemblies and newsletter articles
- encouragement of students to inform staff when bullying occurs
- acknowledgement by staff of the seriousness of the matter and active intervention in accordance with staff responsibilities
- provision of clear information to students, parents and caregivers to outline strategies that promote appropriate behaviour and the consequences for inappropriate behaviour
- promotion of student leadership opportunities across the school ie. House Captains, Library Monitor, SRC members, ATSI SRC, Prefects and Captains, Year 6 Jobs,
- explicit teaching for all K-6 students of stage appropriate programs which promote positive relationships and incorporate strategies to deal with bullying. e.g., Positive Behaviour for Learning, DoE Anti-bullying program, Child Protection, Interpersonal Relationships (PDHPE) activities, Kids Matter program, development of personal and social capabilities through learning across the curriculum areas in all syllabuses
- participation by all students K-6 in Anti-bullying Day and Harmony Day activities
- promoting wellbeing policy and intervention programs at the Kinder Orientation Parent Info Session

- students been able to articulate the school PBL values 'Set a good example', 'Tolerate Differences', 'Always do your best', 'Respect Everyone'
- throughout the year, classes join with their buddy class to share work, have a game and create some artworks
- the LaST Team identify and provide support for students, teachers and families in supporting students wellbeing outcomes
- Social skills, Confident Kids and Rock n Water program offered to students
- School Counsellor service may be accessed for advice by staff and parents
- communication of bullying incidents to parents when needed

Principal name: Nick Campbell

Signature:

Date: