

ANTI-BULLYING PLAN 2023

Punchbowl 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 detail the strategies implemented to reduce student bullying behaviours.

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.

Resources

The NSW anti-bullying website (see: <https://education.nsw.gov.au/student-wellbeing/attendance-behaviour-and-engagement/anti-bullying>) 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.

The NSW Department of Education Behaviour and Engagement Policy
<https://education.nsw.gov.au/student-wellbeing/attendance-behaviour-and-engagement>.

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
Daily	Student Voices Radio Show that promotes positive behaviour and school values.
	Peacekeepers program – Stage 3 students supporting younger students in the playground.
Weekly	PBL lessons based on school values. Monday Morning Assembly to promote positive target behaviours.
Fortnightly	SRC provides students with the opportunity to express concerns and promote positive school culture.

Yearly	Harmony Day and National Day of Action Against Bullying.
Periodically	E-safety training in cyber safety for students
	Behaviour code for students
Ongoing	Police Youth Liaison officer presentations to Stage 2 and Stage 3 students.
	Buddy system between classes to encourage positive relations between students across the grades (P-6).
	Targeted programs based on need facilitated by the School Counselling team.
	Partnerships with external agencies and providers, including NSW Health, The Song Room, Learning Links, Allied Health Partnerships, THERAPuppy, The Smith Family and Creating Chances.

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 where representatives from all areas of the school and community bring matters of concern & then feedback to all staff about behaviour initiatives.
Periodically	PBL refresher courses delivered for and by staff. PBL coach in attendance and supporting.
Ongoing	PAX Good Behaviour Game to enhance positive school culture and positively framed classroom management.
	4C Transformative Learning Project (Fostering communication & collaboration skills.)
	Continued opportunities for staff to engage in professional learning in trauma informed strategies to support student wellbeing and learning including PAX GBG
	Engagement of a behaviour therapist one day per week to build teacher capacity to manage challenging behaviours
	Implementation and ongoing evaluation of Behaviour Response Plans.

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 at a formal induction to all staff when they enter on duty at the school.
- A member of the leadership team speaks to new and casual staff when they enter on duty at the school to perform an induction and orientation to the school's procedures and practices.
- Class casual folders contain personalised student behaviour management plans and other relevant student information.
- Visual displays for PBL and PAX are present in classrooms and in the playground.

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. The School as a Community Centre provides tailored programs to meet the needs of families in our school and wider community.

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
Monthly	Parent meetings to gain parental perspectives, engagement and build positive school culture.
Yearly	Classroom Information Afternoon - defining the PBL system, behaviour expectations and school values.
Ongoing	School website, school Facebook and school newsletter to build understanding of behaviour expectations and school values.
	Formal and informal meetings with parents to reinforce and educate school behaviour expectations.
	External provider-led information sessions – e.g., Police Liaison Officer, incursions, Allied Health Professionals
	Cyber safety e-learning

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.

- PAX Good Behaviour Game a trauma informed program to support student emotional self-regulation, strengthen peer networks, reduce impulsivity and teach pro-social decision making.
- Police Community Liaison Officer - delivers presentations on cyberbullying and internet safety to parents and students.

- Peer Support - K-6 program that builds resilience, leadership, and positive respectful relationships across all grades.
- Peacekeeper Program - Stage 3 students support younger peers at breaks to resolve conflict and build positive relationships. Leadership Programs for Stage 3 students to provide positive role models.
- Anti-Racism Contact Officer (ARCO) to promote respectful relationships and racial inclusivity and sensitivity.
- Referral to Learning and Support Team as required.
- Following the procedures as set out in the *School Behaviour Support and Management Plan*.
- Referral to *Team around the School Services* team, as required.

Document history and details

Approval date

1 March 2023

Approving Officer

Donna McGeary – Principal, Punchbowl Public School

Implementation Date

Term 1, 2023