

# ANTI-BULLYING PLAN

## Somersby 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.

### Somersby 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
Term 1	Behaviour code for students - reminders.
Term 1	High five conflict resolution strategy
Term 2	Cyber bullying
Term 4	Upstander behaviour
Fortnightly	Positive Behaviour for Learning – reminders about school values and focus areas

## 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	Student wellbeing and behaviour support and management plan development and review Classroom management fundamentals
Term 2	I.E.R. policies update / Whole school Social-Emotional Learning program
Term 3	Powerful conversations professional learning
Term 4	Restorative practices professional learning

## 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.

Bullying is not accepted at Somersby Public School. All members of the school community contribute to the preventing bullying by modelling and promoting appropriate behaviour and maintaining a positive climate of respectful relationships where bullying is less likely to occur.

New and casual staff are provided with information on behaviour expectations and procedures via a staff induction package. Casual staff new to the school are inducted by the Principal, or designated teacher, upon entry to the school.

School values, expectations and a PBL procedure flowchart is displayed in all learning spaces

## 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.

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	Parent welcome afternoon – Behaviour support and management procedures
Terms 1-4	Targeted information via newsletters including cyberbullying, bystander behaviour, conflict resolution strategies, restorative conversations, high five strategy
Terms 1 and 4	TTFM survey Year 4, 5, 6 students (Term 1 and 4). Feedback from parents (Term 4)

## 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).

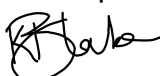
Examples of other ways our school will embed student wellbeing and positive behaviour approaches and strategies in practices include the following:

- All students complete introductory units of work 'Somersby Start' at the beginning of the school year to establish expectations
- Student leaders lead regular PBL lessons with all classes
- Worry woos (a social-emotional learning program) is taught in RFF lessons
- Student Learning Support Officers are available at playtimes for student support
- Wellbeing Team meet every four weeks to discuss student wellbeing concerns, review programs and plan intervention strategies to support students
- A variety of lunchtime clubs are offered during playtimes
- Department of Education anti-bullying units of work are implemented
- An anti-bullying student survey is conducted to gather information for planning and evaluation
- Student focus groups and cross-stage collaborative planning sessions are held to capture student voice
- PBL points system and student Somersbee tickets promote and encourage inclusive, friendly and supportive behaviours.

Completed by: Kirsten Blake in collaboration with SPS staff

Position: Principal

Signature:



Date: 11 November 2022