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ANTI-BULLYING PLAN 2023

Quakers Hill East 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.

Quakers Hill East 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 communication

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	PBL focus of the fortnight is discussed in class and students are reminded of expectations
Term One	Our School Values – What are our school values and PBL expectations? (classroom and assemblies focus)
Term Two	Recognising and Reporting Bullying
Term Three	National Day of Action against Bullying and Violence
Term Four	What to do if someone you know is being bullied

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
Ongoing	Professional development attended by all staff
Ongoing	Communication and Stage meetings as required
Ongoing	PBL focus of the fortnight posters given to each teacher to be displayed in classrooms
Term 1	Staff expectations
Term 2	Review of Anti-Bullying Plan 2023
Term 3	Anti-Bullying Plan 2023 update to all staff & Guide to responding to bullying document
Term 3	Trauma Informed Practices
Term 4	Teaching and reinforcing respectful relationship

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:

1. An executive staff member speaks to staff and advises of school policies and procedures.

2. The principal speaks to new executive staff when they enter on duty at the school, as part of the induction process.

3. Staff meetings where all policies and procedures are explained and discussed where needed.

4. School Handbook is provided to all new staff members on arrival which includes flowchart for responding to bullying behaviours and reporting bullying.

CASUAL:

1. Information about school policies and procedures will be provided in a handout to staff when they enter on duty on the premises.

2. Casual teachers are informed by executive staff about any students of whom are currently being monitored and/or supported.

3. School Handbook is provided to all new staff members on arrival which includes flowchart for responding to bullying behaviours and reporting bullying.

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	Parent meetings, parent/teacher interview nights, app alerts sent to parents
Ongoing	Website-documents explaining school expectations, discipline procedures and rationale
Monthly	P&C Meetings
Ongoing	Newsletters/App updated regularly.
Term 1	Newsletter/App: Harmony Day and Anti-Bullying
Term 2	Newsletter/App: What is Bullying and ideas that may help your child if being bullied
Term 2	Newsletter/App: What to do if you think your child is bullying others. Restorative Practice
Term 3	Newsletter/App: National Day of Action against Bullying.
Term 4	Newsletter/App: Staying Safe Online, ideas that may help keep your child safe online

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.

- Whole school implementation of PBL and Behaviour Expectation Matrix (Currently being updated)

- Maintenance of records detailing students' behaviour utilising Sentral

- School leadership roles & responsibilities. Student leaders & Years 2-6 SRC members participate in leadership activities.

- In school anti-bullying performances K-6

- Bounce Back Stage 2, Mental Health unit Stage 3

- Variety of optional lunch activities to support students K-6

- Referral to Learning and Engagement Team & access to outside agencies where applicable

Completed by:

Position: Sharon Crowley

Signature: *Sharon Crowley*   Date: 17 July 2023

Principal name: Larissa Maraga

Signature: [signature]   Date: 17 July 2023