

Hayes Park Public School

Anti-bullying Plan 2019

Bullying behaviour has three key features. It involves the intentional misuse of power in a relationship. It is on-going 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.

Hayes Park Public'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
T1 – Wk 2/4	Follow school and class rules and the directions of their teacher – Dragons Guest Speakers to launch 'Best You Can Be' planners in Week 2
T1 – Wk 6/8	Resolve conflict respectfully, calmly and fairly
T1 – Wk 10	Comply with the school's uniform policy or dress code
T2 – Wk 2/4	Being an Upstander
T2 – Wk 6/8	Attend school every day (unless legally excused) & Arrive at school and class on time
T2 – Wk 10	Not bully, harass, intimidate or discriminate against anyone in our schools
T3 – Wk 2/4	Treat one another with dignity
T3 – Wk 6/8	Value the interests, ability and culture of others
T3 – Wk 10	Take personal responsibility for behaviour and actions
T4 – Wk 2/4	Comply with the school's uniform policy or dress code
T4 – Wk 6/8	Speak and behave courteously
T4 – Wk 10	Cyber safety and being Online in the holidays – Dragons Guest Speaker

NSW Department of Education

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
Terms 1-4	Teaching and reinforcing respectful relationships in the Positive Behaviour for Learning Team
Terms 1-4	Weekly lessons using the 'Best You Can Be Planner'
Term 3	Welfare team complete Anti-Bullying Professional Learning [online] and developed specific anti-bullying actions.
Term 4	Brainstorm Productions 'Sticks and Stones' show
Terms 1-4	Weekly PBL focus at staff communication meeting

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.

Terms 1-4	Hayes Park Public School Information Handbook/ Website contains anti-bullying strategies
Terms 1-4	Casual Teacher Information Handbook and Playground Folders contains anti-bullying strategies
Term 1	All Assistant Principals to discuss anti-bullying strategies with new staff during their beginning teacher days (BTD)
Terms 1-4	Weekly PBL focus at staff communication meeting
Terms 1-4	Ongoing access to SENTRAL Welfare Tracking System to monitor individual and cohort behaviours

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

NSW Department of Education

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 topics
Ongoing	Family meetings with Learning Support team and external agencies .
Semester	Meeting with Police Youth Liaison Officer - defining student bullying avenues of support
Ongoing	Meetings, emails and phone calls to feedback on wellbeing and support required to parents.
Ongoing	School website, Facebook and School App - Anti-bullying plans, behaviour code and NSW anti-bullying website

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.

- Fortnightly assemblies that address specific anti-bullying topics.
- Weekly promotion of school values through the presentation of merit awards and PBL tokens.
- Units of work that teach students vital personal health and development lessons.
- End of term reward days to promote positive behaviour.
- 'Tell them From Me' data is scrutinised closely each year to consider trends, strengths and areas

Completed by: Mr Paul Galea

Position: Rel. Deputy Principal

Signature: 

Date: 30/7/19

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Signature: 

Date: 30/7/19

