

ANTI-BULLYING PLAN 2023

Lindfield 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.

Lindfield 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	All students have been introduced to and/or reminded about the school ROAR expectations - Respect, Organised, Aspire and Responsible. Class lessons reinforced the messages presented in fortnightly assemblies and Lines assemblies. Topics have included fair play, sharing, friendship, cooperations, 'hands and feet to yourself', showing respect and courtesy to all students, teachers and community members, inclusion in games and resolving conflict calmly and fairly. Students were reminded not to bully, harass, intimidate, or discriminate against anyone in our schools. The message that bullying is not tolerated was also shared through our Harmony Day resources. The consequences for bullying were communicated and could include Red Cards, suspension, contact with parents, counsellor support, Learning Support Team referral, behaviour contracts and redirection to Friendship Room.
Term 2	Focus areas will include empathy, care for others, dignity, developing positive relationship, thinking about the effect on relationships before acting and conflict resolution. Types of bullying will be discussed - verbal, physical, social and cyberbullying.
Term 3	'Bullying. No Way Day' (18 August) will be promoted in assemblies with follow-up activities in classrooms. An Anti Bullying performance will be organised for students in Kindergarten to Year 6. The Bullying triangle will be presented in assemblies - bully, target and bystander.
Term 4	Students will be reminded about ROAR expectations, anti-bullying messages and the importance of resilience as they prepare to move their new grade.

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	Professional Learning - All teachers participated in professional learning and were given strategies to create positive learning environments and high expectations. 'Pass on Data' - teachers had professional conversations with their colleagues to inform current teachers of any student wellbeing matters. All staff are regularly updated about student wellbeing matters including bullying.
Term 2	ARCO (Anti-Racism Contact Officer) presentation to whole school by school ARCO representatives. Awareness will be raised to respect cultural diversity which should in turn lead to reduced bullying incidents. The School Behaviour Policy will be updated by the Wellbeing Committee and staff will receive PL. All staff are regularly updated about student wellbeing matters including bullying.
Term 3	The Wellbeing Committee will update the school's PBEL program, including new Red Card policies to align with The School Behaviour Policy. The Bullying Triangle will be revisited. All staff are regularly updated about student wellbeing matters including bullying.
Term 4	Professional learning - teachers will be presented with the updated PBEL and Red Card procedures. The focus of this session will be to discuss the importance of providing a safe, supportive and responsive learning environment that promotes social and emotional skills. All staff are regularly updated about student wellbeing matters including bullying.

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 staff induction meeting and package provided in Term 1 or when a new staff member commences
- Buddy teacher/mentor provided to assist with strategies and school procedures when dealing with bullying issues
- 'Casual Folders' are given to each casual teacher on arrival. These detail the school ROAR expectations, ROARCards, playground rules and Red Cards.
- Class teachers share individual class expectations via posters, profiles and notes.
- Class Teachers and/or Executives support Casual Teachers with students with identified needs.

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
Term 1	K-6 'Meet the Teacher' evenings - PBEL program explained, student bullying defined and school support systems explained. 'Bullying is never ok' fact sheet in Newsletter. Communication with parents via the school newsletter regarding Harmony Day.
Term 2	Parent /Teacher Interviews - individual concerns will be raised with parents/carers. Communication with parents via the school newsletter regarding The School Behaviour Policy. Anti-Bullying messages via Newsletter.
Term 3	Communication with parents via the school Newsletter and Skool Bag app regarding anti-bullying strategies. The bullying triangle will be communicated in the school Newsletter
Term 4	Communication with parents via the school Newsletter regarding the updated PBEL and Red Card system.

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.

- Display 'Behaviour Code for Students' in classrooms
- Teachers will be given a copy of the 'Bias-based Bullying' fact sheet
- Social stories about bullying
- Role plays about the bullying triangle
- Students engage in activities that focus on expressing their feelings and emotional regulation
- Students complete E-Safety Commission activities about cyberbullying.

Completed by: Michelle Brown and Ameet Sian

Position: Assistant Principals

Signature: BROWN, MICHELLE J Digitally signed by BROWN, MICHELLE J
Date: 2023.03.22 14:21:26 +11'00' Date: 22 March 2023

Principal name: Megan Lockery

Signature: LOCKERY, MEGAN Digitally signed by LOCKERY, MEGAN
Date: 2023.03.22 13:39:47 +11'00' Date: 22 March 2023