

ANTI-BULLYING PLAN 2023

Blacktown North 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.

Blacktown North PS'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 2	Behaviour code for students as part of the National Day of Action against Bullying and Violence.
Ongoing	PBL weekly assemblies/ K-2 and 3-6 fortnightly assemblies: anti-bullying strategies are discussed - eg respect, turn-taking, hands and feet to self.
Ongoing	Special assemblies such as Multicultural Day, Harmony Day, Community festival, Autism Awareness Day
May, Term 2	National Day of action against Bullying and Violence Super Hero Day - assembly and activities to re-inforce anti-bullying strategies

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	Wellbeing policy and PBL Refresher/Induction
Ongoing	Wellbeing committee and Executive teams analyse behaviour data, LST Meetings
Ongoing	Staff communication meeting - behaviour incident data compiled at Wellbeing meetings is presented and discussed with staff
Annual	Review of behaviour plan and Anti-bullying programs

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.

All new and casual staff are provided with a detailed explanation of whole school procedures and protocols to support the school's Anti Bullying and Student Welfare programs.

- an AP speaks to new and casual staff when they enter on duty at the school.
- new and casual staff are provided with a 'casual folder' highlighting the school's expectations, class roll, emergency procedures, notification of students with medical or special needs and the school's daily routine.
- the Principal speaks to new executive staff when they enter on duty at the school, as part of the induction process.

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	Meet the Teacher session in term 1, parent/teacher interviews - Defining student bullying and school supports, meets with individual families on a needs basis-IEP/PLP/Review meetings
Ongoing	School website, school Facebook, Seesaw school App, and school newsletter - information about Anti-bullying strategies, as well as Bystander behaviour
Ongoing	Chill 'n Chat parent sessions twice a term, parents are invited to discuss concerns. Whole school survey conducted at the end of year for families to have a voice in improving all areas of school life. TTFM survey.
Ongoing	Whole school assemblies to which families are invited eg Anti-Bullying day, Harmony day, Multicultural Day where acceptance and respect are promoted.

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.

Term 1, March - Harmony Day - promotes acceptance of others, tolerance of differences, and therefore minimises incidences of bullying based on differences
 Term 4 - Multicultural Day - celebrating acceptance of all cultures.
 Friendly Kids program - promoting inclusion of others in games, how to be a good friend.
 Buddy bench - chance for students to meet up with a new friend, particularly if they are feeling excluded.
 SRC helpers and student leaders on playground - they assist students to join in games
 Leader Reader - student leaders read stories to junior students, fostering good relationships between older and younger students,
 SLSOs on playground - engage in social skills program with students, teaching them how to play safely, and be respectful to others
 Drumbeat - small groups of students engage in activities where they learn to express themselves through drum rhythms

Completed by: Sue Bishop, Sapna Kaira, Phoebe Vincent, Neeru Setia

Position: Blacktown North PS executive

Signature: 

Principal name: Carmen Cefai

Signature: 

Date: 11.5.23

Date: 11.5.23