

ANTI-BULLYING PLAN - 2023

William Stimson 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.

William Stimson 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
Feb - Term 1	Behaviour code for students
March	Harmony Day - whole school focus
Weekly	Radio Station announcements - Student Leadership Team
November	Annual White Ribbon March and day of activities

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
Once a Term	Explicit PL - example Teaching and reinforcing respectful relationships, White Ribbon, PBL activities
Weekly	Mumbles updates - PBL Team to share data and incidents information
Weekly	PBL lessons - weekly focus on school behaviour expectations
Weekly	School Wellbeing Team meetings

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 William Stimson staff will be supported a variety of ways including but not limited to:

- information being provided in a handout to staff when they are inducted on their first day of duty at the school.
- Green Class Casual Folder provided to casual teacher, each day they are on site, reminders of school expectations, who to seek support from and information about the individual class and students teaching for the day.
- an executive staff member speaking to new and casual staff when they enter on duty at the school.
- the principal speaking to new executive staff when they enter on duty at the school, as part of the induction process.
- new staff provided with a buddy, who they can check-in with and be supported by.

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
Wk 5 Term 1	Meet the Teacher - School Expectations (Term 1)
1 st Wed each	P & C Meeting - Bystander behaviour, PBL feedback and data
Monthly	DOJO messages to families - regular monthly messages - cyber bullying, bystander behaviour, etc
End of Term 2	Parent Forum - Online / Cyber Security and Bullying

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.

- A whole school Positive Behaviour for Learning focus ensuring consistent language and expectations for all students, staff, and community members.
- School Wellbeing Team to identify and support student's cognitive, social, emotional, and behavioural wellbeing and grow the 'whole child'.
- Engagement of outside agencies such as Parks Community Services and Learning Links, providing more targeted and individualised support for identified students and groups.
- Wide variety of extra curricula activities offered for students to engage in.

Completed by: Melissa Vallorani

Position: Principal

Signature: *Melissa Vallorani*

Date: 8.05.2023

Principal name: Melissa Vallorani

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