

ANTI-BULLYING PLAN 2023

Budgewoi 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.

Budgewoi 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	PBL focus and reminders
Feb	Behaviour code for students. The Budgie Way. Overview of PBL systems.
March	National Day of Action Against Bullying - Key messages
March	Harmony Day - lessons around diversity and belonging
Term 2	Police Youth Liaison Officer talk: Cyber safety and Anti-bullying PBL focus and reminders
Term 3	Student Voice – turning bystanders into upstanders Action Education – Backflips against bullying PBL focus and reminders
Term 4	Respectful relationships PBL focus and reminders

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
Term 1-4	<ul style="list-style-type: none">- PBL Committee meet fortnightly- Learning and Support Team meetings weekly- New teachers induction- PBL professional development- IER policy PL
Term 2	<ul style="list-style-type: none">- PBL Policies and whole school structures in Staff Handbook and Wellbeing Policy. Used when needed- Anti-Bullying reporting flowchart also documented and explained to staff- Budgie Way refresher- IER policy PL revised
Term 3	E-Safety Commissioner at afternoon staff meeting. Review the PBL system and make adjustments as required
Term 4	Review the PBL system at end of year and make adjustments as required

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 to be directed to school's website for anti-bullying plan and the School Behaviour Support and Management Plan
- Casual staff receive a folder with student information including medical needs and relevant classroom structures, student management plans, and relevant medical information
- An executive staff member speaks to new and casual staff when they enter on duty at the school and shows them around the school and discusses any relevant information and detail
- The executive explains whole school systems and structures including whole school behaviour management processes and PBL systems which is also documented in Staff Handbook
- Principal and Deputy speak to new staff when they begin and familiarise them with whole school systems and structures
- New staff are allocated a staff mentor to support them with the whole school procedures and classroom reporting boxes
- Teachers requiring accreditation are given their allocated time to work with executive staff and observe other class teachers and processes and strategies they use to support students
- Playground structures explained to new and casual staff on reporting of incidences
- New staff offered PL on modules eg: 'Bullying' on MyPL and E-Safety

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