

ANTI-BULLYING PLAN 2024

Fern Bay 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.

Fern Bay Public School

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
Week 2 Term 1	Welcome assembly behaviour code for students. Behaviour Code taught as PBL lesson.
Even Weeks	Friday Communication Assembly - PBL focus discussed, modeled and shared by nominated staff and students when appropriate (e.g., sharing of artworks, drama skits, iMovie)
Friday 18 August 2023	National day of action against bullying - Whole school event https://bullyingnoway.gov.au/preventing-bullying/national-day-of-action-against-bullying-and-violence
Term 1, 2, 3, 4	Terms 1, 2, 3, 4 bi-weekly awards and recognition assemblies. Term 4 annual presentation assembly

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	Whole school professional learning - PBL teaching the behaviour curriculum and reinforcing respectful relationships, revision of existing documents. Additionally, a focus on Staff wellbeing.
Terms 1, 2, 3, 4	PBL team to meet, analysis of PBL behaviour data, identifying student needs and reporting to staff. Results shared with all staff regularly at Monday Communication meetings.
Terms 1,2,3,4 Weekly	Staff Communication Meetings - student wellbeing specifically focused upon weekly.
Term 2	Whole Staff professional learning - new Behaviour Policy and relating documents. Whole Staff professional learning - managing tier 2 behaviours

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.

The school's induction processes for casual staff and early career teachers includes an explanation of how to prevent and respond to bullying. Engadine West Public School anti-bullying procedures are shared across all staff. New staff are trained in Positive Behaviour Learning (PBL) expectations. PBL is implemented in all classrooms and learning areas in our school Kindergarten to Year 6.

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 Week 3	P&C meeting updating parents on PBL expectations, including Behaviour Code for Students. Behaviour Code for students and Community Charter included in Sway newsletter - sent to all families.
Term 2 Week 3	School website school Facebook and/or school newsletter - bystander and upstander behaviour https://bullyingnoway.gov.au/
Term 1 Week 9 Terms 2, 3, 4	Parent/teacher meetings and discussion in addressing all individual student needs Ongoing opportunities for families and school to collaborate to support individual students and their needs
Term 3 Week 5	Update student well-being documents and procedures on the school website. Sway push alert promoting zero tolerance to 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.

Students are rewarded based on their performance as safe, respectful learners. School expectations are reinforced and clearly displayed across all school learning areas eg classrooms, playground, canteen, toilets. Each class employs behaviour reinforcement strategies that reinforce strong citizenship behaviours. Parents and teachers work in partnership to reinforce positive behaviour and develop behaviour support plans and strategies to modify behaviour when necessary. The school's leaning support team addresses identified concerns and support teachers and parents in addressing student needs. The school counselor is available to provide advice and support for student well-being concerns.

At Fern Bay Public School staff:

- support the school in maintaining a safe, inclusive and supportive learning environment
- model and promote appropriate relationships and behaviours
- promote a school culture where bullying is not acceptable
- teach students to identify, report and respond to bullying at school and online
- maintain a positive school climate that includes respectful relationships
- identify patterns of bullying behaviour and initiate school action to respond
- manage complaints about bullying in accordance with the Complaints Handling Policy.

Completed by: Candice, Morphett

Position: Assistant Principal

Signature: Morphett, Candice

Digitally signed by Morphett Candice
Date: 2024.02.21 15:01:36 +10'00'

Date: 21/02/2024

Principal name: Allyson Corrigan

Signature: Corrigan,
ALLYSON

Digitally signed by CORRIGAN, ALLYSON
Date: 2024.02.21 13:43:56 +10'00'

Date: 21/02/2024