

Elanora Heights Public School

Anti-bullying Plan 2019

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.

Elanora Heights 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. The school does not tolerate discrimination or bullying of students in relation to their cultural background, ethnicity, gender, age, disability, illness or medical condition. 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 1-4	Positive Behaviour for Learning program
Term 1-4	Elanora Etiquette- A program teaching students respect and common courtesy

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	Teaching of the Anti Bullying Class Program
Term 1 -4	The Wellbeing Team informs teachers of new information and resources 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.

- Information is provided in a class information folder to staff when they enter on duty at the school.
- An executive staff member speaks to new and casual staff when they enter on duty at the school.
- 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

22. 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 topics
Term 1	Parent Information Night-Anti-bullying program presented
Term 3	P& C- Anti-bullying Plan
Term 3	School Website and Newsletter- Access to new Anti-bullying plan

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.

- Learning Support Team- Provide support for managing the welfare and behaviour of students.
- School Counsellor-Provides support for students emotional, social and behavioural needs.
- Lifeskills-Teaching students mindfulness, resilience and positive wellbeing strategies.
- Life education-Teaching students about making good choices and building self-esteem.
- Dancesport- Increasing student self-esteem and increased interpersonal skills through dance and physical activity
- School Behaviour Management Policy-Consequences for negative behaviours are in line with the Department of Education Suspension Policy.
- Whole School Participation in the National Day of Action against Bullying and Violence.
- Whole school programs are taught during Term 1 and revisited throughout the year.
- The school responds to substantiated instances of bullying behaviour in accordance with the school's discipline and welfare policy and all relevant NSW Department of Education (DoE) policies and procedures.
- Teachers use effective behaviour management strategies as part of the Positive Behaviour for Learning Policy and develop Individual Behaviour Modification Plans for students who are engaging in 'bullying' behaviours.
- The Wellbeing Team meet every term to ensure the anti-bullying program is effectively integrated.

Completed by: Amy McKnight

Position: Classroom Teacher

Signature: Amy McKnight Date: 8/4/19

Principal name: Leesa Martin

Signature: L Martin Date: 8/4/19