

# Black Hill Public School

## Anti-bullying Plan 2020

**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.

### Black Hill 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	Behaviour Code for students introduced and Peer Support activities completed.
Term 1	Positive Behaviour for Learning behaviour contract is to be signed and returned by all students.
March	Reinforcing the anti-bullying message on 'National Day of Action Against Bullying and Violence'.
Ongoing	Positive Behaviour for Learning expectations explicitly taught based on student behaviour data.

## 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	NSW Anti-bullying Policy and staff procedures and expectations introduced.
Term 1-4	PBL meetings for staff are held every term and policies are reviewed accordingly.
Term 1-4	All appropriate staff training and Professional Development will be completed by all staff.
Ongoing	Current behaviour policies will be followed by all staff including Students Wellbeing Framework review.

## 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 and Casual staff are provided with all relevant information regarding PBL implementation and behaviour policies. Executive staff will confirm that all strategies and procedures are introduced and followed by all new and casual staff accordingly. All new and casual staff will be informed about the school's approaches and strategies to prevent and respond to student bullying behaviour, when it does occur.

Strategies to ensure this include:

- information is provided 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

## 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 topics
Term 1	Individual class parent information session- Defining student bullying and school supports
Term 1-4	School website school Facebook and/or school newsletter
Term 1-4	PBL behaviour policies available to all parents upon request and on the school website
Term 4	School expectations and behaviour procedures explained at Kindergarten Transition.

## 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.

Following our PBL framework, students will be made aware of PBL expectations and behaviours consistently. The following expectations and desired behaviours are as follows:

Respect: Use your manners and be kind, Care for each other and our school, Listen carefully and follow instructions  
Safety: Move safely, right place, right time, Keep hands, feet, body and objects to yourself, Make healthy choices.  
Excellence: Know your strengths, Be the best you can be, Be self-motivated.

Staff will monitor student behaviours in partnership with the school community. Staff will be guided by the Behaviour Consistency documents and Reporting guides developed by the school, and aligned to NSW Department of Education policy.

Completed by: Matthew Braye

Position: Rel Assistant Principal

Signature:  Date: 13/8/20

Principal name: Kylie South

Signature:  Date: 13.8.2020