

ANTI-BULLYING PLAN

Eumungerie Public School

2024

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**.**

Eumungerie 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. All staff are committed to establishing evidence-based approaches and strategies that promote a positive climate where bullying is less likely to occur.

# 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.

## 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.

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| **Dates** | **Communication topics** |
| Week 2 Term 1 | [Collective creation of school wide](https://education.nsw.gov.au/student-wellbeing/attendance-behaviour-and-engagement/student-behaviour/behaviour-code) expectations. Explicit teaching of the school pledge and principles. |
| Weeks 3-11  Term 1 | Student Representative Council (SRC) lead students in the Morning Circle (explicit reinforcement of the core school values) where the pledge and principles are recited and discussed as a whole school. |
| Term 2 | Personal Development, Health, Physical Development focus on relationships and social interactions. Bullying is unpacked and scenarios are played out by students. Resilience and personal lessons development lessons are taught explicitly on a weekly basis using the Life Skills Go program. |
| Term 3-4 | SRC lead students in the Morning Circle where the pledge and principles are recited and discussed as a whole school. |

## 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.

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| **Dates** | **Communication topics and Professional learning** |
| Ongoing | Teachers are reminded of school strategies during staff meetings and weekly check ins. |
| At least 3 times per term. | Teachers are given access to the Universal Resource Hub (URH). |
| Ongoing | Teachers implement strategies from the URH in teaching and learning sequences. Feedback is delivered by Principal, Assistant Principal Curriculum and Instruction and peer teachers. |
| Monthly  As need arises | P&C meetings include discussions around school behaviour expectations and student conduct. Student surveys are used by teachers to consider when addressing or teaching about bullying. |

## 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 the schools approaches and strategies to prevent and respond to student bullying behaviour through:

* explicit and professional discussions with the principal;
* staff induction, information booklet which is provided in a handout to staff when they enter on duty at the school;
* staff are expected to be an active member of the Morning Circle routine;
* All staff take part in professional learning around using the Life Skills Go check in data to determine school readiness and student wellbeing;
* staff are supported when dealing with incidents of alleged bullying in the classroom and playground environments.

# 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.

## 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.

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| ✔ School Anti-bullying Plan ✔ NSW Anti-bullying website | ✔Behaviour Code for Students |

## 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.

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| **Dates** | **Communication methods and topic** |
| Week 3 each term. | Three - Way conferences each term include discussions to report on positive behaviour and identify any issues that may be evident to prevent potential bullying issues. |
| Monthly | P&C meeting updates school core values and strategies, defining student bullying and school supports |
| Fortnightly | School newsletters promotes anti bullying strategies |
| At point of need. | Responsive communication if a student is involved in bullying behaviour. Active promotion of support for parent when they present. |

# 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.

Universal Resource Hub Morning Circle

Pledge and Principles

Life Skills Go program

Open and engaging playground An active SRC

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| Completed by: Staff at Eumungerie  Public School and presented to P&C |  |
| Position: Principal |  |
| Signature: | Date: |
| Principal name: Lisa Lunn |  |
| Signature: | Date: |

22-3-24

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