

# Epping Heights Public School

## Anti-bullying Plan 2018

**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.

### Epping 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. 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 (whole school, playground rewards and consequences)
March	National Day of Action against Bullying and Violence
Term 1-4	Awards given at assembly to reinforce positive behaviour.
Term 1-4	Discuss behavioural issues as needed (toliets, trading cards) Feedback on student's school representation

## 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	Communicate Student Behaviour & Discipline Policy & Anti Bullying Policy
Term 1	Discuss Program Achieve classroom programs
Term 1-4	LST support wellbeing programs, communication with families and support teachers and students.
Term 2	Review Bullying No Way resources and website.

## 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 including flowcharts are provided in a handout to casual staff when they enter on duty at the school
- an executive staff member shares information and policy to new staff when they enter on duty at the school, as part of the induction process.
- an executive staff member or mentor shares information, resources and policy to Early Career Teachers when they enter on duty at the school, as part of the induction process.
- the principal shares information, resources and policy to new executive staff when they enter on duty at the school, as part of the induction process.
- through the red card system classroom teachers monitor student behaviour and can follow up on their return or refer to AP as per the flowchart.

## 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	Parent meetings including P&C, parent/teacher night - Defining student bullying and school supports
Term 1 & 2	School website school Facebook and school newsletter - Bystander, Reinforcer, Defender behaviour
Term 1-4	H&S Volunteer Parent Induction Session- Defining school procedures
Term 1-4	Informing parents by interview, phone call or email/letter about specific behaviours involving their child.

## 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.

- Early intervention strategies for students who are identified as being at risk of developing long term difficulties with social relationships or have previously experienced bullying or engaged in bullying behaviour.
- Community Awareness through the school website, newsletter, enews and Facebook.
- Explicit anti bullying lessons taught to students each year alongside PDH programs such as Program Achieve and Child Protection.
- Strategies to identify patterns of bullying behaviour including playground cards.
- Professional Learning for staff.
- Promote positive behaviour approaches at EHPS

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