

ANTI-BULLYING PLAN 2024

Abermain 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.

Abermain 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, responsible use of Digital Technology including Cyber Safety, Harmony Day - All classes to participate in activities organised by school PBL team.
Ongoing	for Learning (PBL) including; Weekly explicit lessons focused on developing skills and knowledge on our school's three core values of Safety, Respect and Learning.
Term 3	National Day of Action against Bullying and Violence. All classes to participate in activities organised by school PBL team.
Term 4	Stage 3 Cyber Safety Awareness - Police Youth Liaison Officer

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	Collaborative development of and sharing of Anti-Bullying Plan 2024
Ongoing	Fortnightly PBL Team meetings to monitor and refine the School PBL Action Plan, ensuring that student lessons and staff professional learning is implemented in a proactive way.
Term 1	Code of Conduct, Responsible use of Digital Technology and Anti-Bullying training for all staff. All staff trained in 'Microskills of Behaviour Management' to support classroom management.
Ongoing	Classroom and whole school PBL rewards systems are collaboratively developed among stage teams to promote and acknowledge positive behaviours that align with school's core values.

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.

Staff induction includes:

- Sharing of the school's Anti-Bullying Plan 2024
- Sharing of the school's Positive Behaviour for Learning Policy outlining systems and practices that encourage positive behaviour
- Sharing of school's Behaviour Management Policy to ensure all staff respond consistently to incidents of misbehaviour and bullying
- PBL session embedded into weekly staff meetings
- Mentoring of new staff to ensure they are confident in implementing the school's PBL and behaviour management strategies that encourage positive behaviours and student wellbeing

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
Ongoing	Weekly PBL focus is communicated to parents in School Newsletters
Ongoing	School's Positive Behaviour for Learning and Anti-Bullying policy is available on school website
Term 3	Information and resources from 'Bullying No Way!' website is sent to families in line with the whole school participation in National Day of Action against Bullying and Violence.
Term 4	PBL systems and practices and behaviour management policy are unpacked with new families during our transition to school program.

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.

- We are a Positive Behaviour for Learning school, focusing on increasing engagement and positive behaviours through the explicit teaching of social skills aligned with our core values of Safety, Respect and Learning
- Implementation of trauma informed practice model to support the wellbeing, social and emotional needs of our students
- Whole school rewards system aligns with PBL values to reinforce and encourage expected behaviours
- Each student works through a behaviour contract to achieve their PAWs Badge for each year of schooling. This system incorporates attendance, social skills, self-reflection, school values, student mentoring program and emotional development. The contract also drives our school leadership system.
- Wellfare and wellbeing initiatives such as Interest Groups, Drop-In Centre and Solution Space
- Implementation of Brain Breaks and Mindful Moments in each classroom
- Employment of Youth Outreach worker to support wellbeing and the development of positive relationships for targeted groups of students and their families

Completed by: Debbie Bower

Position: Principal

Signature:

Date: 17-3-24

Principal name: Debbie Bower

Signature:



Date: 17-3-24