

ANTI-BULLYING PLAN 2023

Congewai 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.

Congewai 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
Ongoing	PBL expectations explicitly taught throughout the year based on student behaviour data
Ongoing	Anti-Bullying Program topics reinforced throughout school day
Ongoing	Embed anti-bullying messages in each curriculum area

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
Ongoing	Student Wellbeing Framework
Ongoing	School procedures and expectations
Term 1	NSW Anti-bullying policy
Ongoing	Positive Behaviour for Learning professional learning and readings

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 will be informed about our school's approaches and strategies to prevent and respond to alleged student bullying behaviour in the following ways.

Casual staff will be informed by the Principal of the processes to be followed when they encounter a behaviour problem in the classroom or playground and the appropriate ways to respond to the negative behaviour using the schools Positive Behaviour for Learning Behavioural chart and the Anti- Bullying Response flow chart. They will be provided with a copy of these documents in the casual teaching folder provided to them at the start of the day.

New staff members at the school will participate in an induction process with the Principal where the school's behaviour expectations, consequences and strategies will be discussed and explained. In each learning environment the Schools PBL behaviour flowchart and classroom expectations are displayed, as well as, the Anti-Bullying Response flow chart.

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	Parent Meetings - Defining student bullying and school supports
Term 1	School Anti-bullying Plan published on School Website and Dojo
Throughout the year	Whole school behaviour and wellbeing messages provided during assemblies - verbal
Term 4	Behaviour procedures and expectations outlined during 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.

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Examples of other ways our school will embed student wellbeing and positive behaviour approaches and strategies in practices include the following. Anti-Bullying Program, Positive Behaviour for Learning Framework, Wellbeing Framework, Trauma informed practices embedded throughout the school.

Congewai Public school is a PBL school and use the framework to promote positive behaviour and reteach acceptable behaviours to students who are identified as needing support. Structured play options are available during lunch times with students being given the opportunity to attend smaller groups that are supervised by a staff member. This ensures that students identified as needing to develop their social skills and coping strategies are able to develop and strengthen their skills.

Completed by: Melinda Stokes

Position: Principal

Signature: *Melinda Stokes*

Date: 11/03/23

Principal name: Melinda Stokes

Signature: *Melinda Stokes*

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