

Balgowlah Heights Public School

Anti-bullying Plan

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.

Balgowlah 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. All 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 are discussed and information presented to promote a positive school culture where bullying is not accepted.

Dates	Communication topics								
Term 1	Behaviour code for students which is found under student health and safety on our school website. The behaviour code for students outlines the standards of behaviour expected in all NSW public schools. School and individual class expectations are outlined to the students during the commencement of Term 1 and reinforced as required throughout the year, both in assemblies and in classrooms.								
Term 1	K-6 Digital Citizenship contracts are discussed and signed. They are found at Rules and policies - Balgowlah Heights Public School								
Terms 1-4	<p>Explicit teaching of Positive Behaviour for Learning (PBL) expectations. The following is an outline of our PBL expectations across K-6. Lessons focussing on each expectation are taught in classrooms.</p> <table border="1"> <thead> <tr> <th></th> <th>At BHPS We:</th> </tr> </thead> <tbody> <tr> <td>RESPECTFUL</td> <td> <ul style="list-style-type: none"> Be polite and kind to others Be an active listener Encourage and allow others to learn Follow instructions </td> </tr> <tr> <td>RESPONSIBLE</td> <td> <ul style="list-style-type: none"> Be accountable for our own behaviour Show leadership by being a good role model Care for our property and property belonging to others and our school Consider others and behave safely </td> </tr> <tr> <td>PERSONAL BEST</td> <td> <ul style="list-style-type: none"> Be the best we can Be an active learner Have a positive attitude towards challenges Learn from our experiences </td> </tr> </tbody> </table>		At BHPS We:	RESPECTFUL	<ul style="list-style-type: none"> Be polite and kind to others Be an active listener Encourage and allow others to learn Follow instructions 	RESPONSIBLE	<ul style="list-style-type: none"> Be accountable for our own behaviour Show leadership by being a good role model Care for our property and property belonging to others and our school Consider others and behave safely 	PERSONAL BEST	<ul style="list-style-type: none"> Be the best we can Be an active learner Have a positive attitude towards challenges Learn from our experiences
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Terms 1-4	Bounce Back Social skills program implemented. Bounce Back is a positive education approach to wellbeing, resilience and social-emotional learning. Lessons are taught on a weekly basis throughout the year focussing on particular areas and additional lessons implemented as required.								

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	Staff workshop school/ class/ playground rules. Wellbeing workshop outlining SMART goals.
Term 2	Positive Behaviour for Learning (PBL) professional learning around expectations.
Term 3	Teacher Professional Learning (TPL) - Connect, Succeed, Thrive - The Wellbeing Framework for Schools. Our session focussed on how our school can improve the cognitive, emotional, social, physical and spiritual wellbeing of our students.
Term 4	Positive Behaviour for Learning (PBL) - Data workshop. Examining where, when and what type of incidents are occurring across the school.

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 as part of the School Induction Program.

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.

- ✓ 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	Positive Behaviour for Learning (PBL) - Award structure outlined to parents at P&C. This structure was also outlined in the newsletter. Contacting the School – A guide for families was sent home to all families. Details were also outlined in the newsletter. P and C presentation focussing on Learning Goals and our newly introduced Wellbeing Folder.
Term 3	Cyber bullying information night presentation for parents.
Term 3	P and C update on Learning Goals and Wellbeing folder. Feedback sought.
Term 4	P&C meeting- updating/ discussing Anti-bullying Plan.

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.

- Social skills programs implemented throughout the school. Bounce Back is a positive education approach to wellbeing, resilience and social-emotional learning. Lessons are taught across all grades K-6 throughout the year.
- Student Representative Council (SRC) formed. The SRC is a formal group of students, elected by their peers to represent them and their views. They meet throughout the Term. Representatives visit each class during the Term to incorporate student voice in future planning.
- Positive Behaviour for Learning (PBL) implemented across K-6.
- Harmony Day is celebrated yearly. We celebrate Harmony Day to promote diversity and acceptance of other cultures. Harmony Day aims to start a conversation about heritage, culture and community. Students participate by dressing in orange and participating in cultural awareness activities in classrooms.
- National Day of Action against Bullying is a nationwide movement to take a stand against bullying. We participated in this day by making a class pledge in all classrooms to make a stand against bullying and signing our names to a whole school pledge.
- Cyber Bullying Presentations- for parents and students.

Completed by: Kelly Lockhart

Position: Deputy Principal Rel. Date: 22/06/2020

Principal name: David Shuster Date: 22/6/2020