

ANTI-BULLYING PLAN 2023

Waterfall 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.

Waterfall 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	Whole school assembly to discuss school Positive Behavior for Learning (PBL) expectations
Weekly	Assemblies focusing on a PBL expectation
Annually	Special assemblies and activities for Harmony Day and Anti-bullying Day

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
Weekly	staff meetings focusing on student welfare
Weekly	staff meetings focusing on identified PBL expectations to be revisited and explicitly taught
Weekly	Teaching and reinforcing respectful relationships
Daily	staff discussions and sentral notifications to all relevant staff regarding student welfare

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.

As part of the site induction for new and casual staff, they will be informed about the school's PBL expectations and the approaches and strategies used by the school to prevent and respond to bullying behaviour. As part of the induction process new and casual staff will:

- be inducted by an executive staff member with relevant student welfare information will be disclosed.
- be provided with a casual induction folder which includes Waterfall's PBL expectations.

In addition, the principal at Waterfall PS will provide new permanent / temporary staff with information and copies of all relevant polices and procedures.

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
Every 3 weeks	EXAMPLE: Parent meeting i.e P&C, parent/teacher night - Defining student bullying and school supports
Weeks 3 & 8 of every term	P&C meetings include discussions about school policies and procedures
Weekly	Social media posts provide regular updates about school activities, achievements and events
Annually	Tell Them From Me surveys are conducted and results reviewed to guide school improvement. Parent/ Teacher night and Tri-conferences conducted to discuss PBL expectations and concerns

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.

PBL is a whole school framework which supports the school in developing a supportive, positive and safe school culture. The framework assists to improve social, emotional, behavioural and academic outcomes for all Waterfall PS students. The school expectations of being safe, being respectful and being a learner apply to all school settings. The whole school award system is based on these expectations and all school staff are encouraged to utilise this language to direct behaviour. In addition to PBL, Waterfall PS has a structured system of behavioural support which includes conferencing, reflection time and parent notification. Formal cautions may include suspension, consistent with the NSW Department of Education behaviour and engagement policies.

Completed by: Jeanine Payne

Position: Relieving Principal

Signature:

Date: 5/5/23

Principal name: Jeanine Payne

Signature:



Date: 5/5/23