

ANTI-BULLYING PLAN 2024

Haberfield 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.

Haberfield 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 |
|----------------|---|
| Ongoing | Behaviour code for students and the school's PBL values- Safe, Respectful, Responsible, Resilient |
| Term 1 | Explicit teaching of expectations outlined in the HPS Behaviour Support and Management Plan |
| Weekly | PBL weekly focus message reinforced at school assemblies by School Leaders, then followed up with explicit teaching in classrooms |
| Term 1, Week 8 | Harmony Week assembly, lessons and activities |
| Term 3, Week 4 | National Day of Action against Bullying and Violence assembly, lessons and activities |

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| Fortnightly | Stage assemblies – Assembly talks by Principal, Deputy Principal, Assistant Principals and teachers to address student behaviour |
| Daily | Expectations of student behaviour communicated by class teachers |
| Annually | Police Youth Liaison Officer visits – focus on cyber safety and respectful online behaviour |
| Term 3 | Peer Support Program – Stronger Together program- Year 6, Year 1 and Year 2 |

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 School Development Days | Staff Professional Learning - Focus on HPS Behaviour Support and Management Plan/ HPS Establishing and Maintaining a Positive Classroom Culture |
| Term 1 Week 2 | Staff Professional Learning – Understanding Behaviour |
| Term 1 Week 9 | Staff Professional Learning – Sharing Strategies for Fostering Positive Classroom Environments / Promoting Social and Emotional Wellbeing |
| Annually | Grow Your Mind in Schools Wellbeing Program – Teacher Workshop - Promoting staff and student wellbeing |

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 is provided to casual staff when they enter duty at the school, including a casual folder which includes the school's whole school behaviour management approach and flow chart of response steps.
- The Principal and Deputy Principal provide an induction process for all new permanent and temporary staff.
- Student Behaviour support and management are a focus of meetings of Early Career Teachers.

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 |
|---------------------|---|
| Term 1 Week 5 and 6 | Meet the Teacher Evenings – PBL and HPS Student Behaviour Support and Management Plan |
| Ongoing | HPS Website – Anti Bullying Plan, HPS Student Behaviour Support and Management Plan, Behaviour Code for Students, NSW Anti-bullying website |
| Weekly | PBL weekly focus message reinforced at school assemblies by School Leaders |
| 20/3/24 | Grow Your Mind Parent Workshop – Social and Emotional Wellbeing |
| Annually | Police Youth Liaison Officer - Parent workshop on cyber-safety and digital citizenship |
| Each term | School Newsletter |

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.

- Explicit teaching of social and emotional wellbeing strategies through the **Grow Your Mind in Schools** program
- **Positive Behaviour for Learning** – emphasising school wide expectations of Safety, Respect, Responsibility and Resilience. School wide expectations are **reinforced at weekly assemblies** and **explicitly taught** in classrooms each week. Student behaviour in line with school wide PBL expectations is recognised through the **PBL Bee Token system and PBL Awards**.

- Recognition of student achievement, behaviour and effort through the **HPS Merit Award system, Monday Assemblies and End of Year Recognition Assemblies.**
- **My Space lunchtime program** - targeting and developing positive social skills through play and games
- **Peer Support Program** – Stronger Together - Year 6, Year 1 and Year 2
- Police Youth Liaison Officer visits – Focus on **cyber safety and respectful online behaviour**
- **Extensive range of Extra-curricular activities** - developing student's interests, skills and overall wellbeing through programs in the Creative Arts, Sports, STEM, Environmental and Sustainability programs
- **Student Leadership opportunities-** School Leaders, Student Representative Council, Sports Leaders and Library Monitors
- Whole school **Wellbeing Week** activities each term

Completed by: Katie Martin

Position: Deputy Principal

Signature: *Katie Martin*

Date: 18.3.24

Principal name: Kristy Haggett

Signature: *Kristy Haggett*

Date: 18.3.24