

ANTI-BULLYING PLAN 2023

Freemans Reach 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.

Freemans Reach 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	PBL behaviour expectations discussed with students.
Ongoing	Timetabled opportunity for Assistant Principal to review reports on Student Welfare by teachers daily and take appropriate steps to manage the incident.
Last week of each term	Spirit Afternoon Tea and Award Ceremony for students who have earned 5 Star Awards.
Last week of each term	PBL Awards presented during daily assemblies on a class by class basis throughout the last week of each term to those students who have not received a detention during the term.

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 1-4	Staff to attend professional learning or participation in online PD courses on Anti-bullying strategies.
Term 1	New staff to the school given explanation by supervising teacher on how the 'ZAP' System at school works.
Term 1-4	All staff encouraged to use Sentral in order to maintain a record of student welfare issues.
Term 2	Peer Support Program K-6 highlighting student's personal skills and positive relationships.

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.

For new or visiting teachers they are given a casual teaching folder. Included in the folder is information on school procedures, including discipline and positive peer relationship strategies. As part of the induction process, the principal or delegate verbalises school procedures for dealing with inappropriate behaviour and peer relationships.

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	Content and explanation of reward system explained to all parents via teacher introductory letter sent by all classroom teacher.
Term 1-4	Aspects of PBL explained through the school newsletter
Term 1-4	Parents invited to attend Principals afternoon to support and recognise student achievement. Executive communicate with parents to discuss student behaviour and corrective strategies as required.
Term 4	Reward system explained through oral and written communication during Kindergarten Orientation.

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.

Term 1 - Kindergarten students informed of PBL reward system. Students 1-6 given a reminder of the PBL system and award categories.

Term 1 - HARMONY DAY - whole school mufti day and class lessons on building relationships and caring for each other.

Term 2 - PEER SUPPORT PROGRAM for all K-6 students.

Term 1-4 - Student achievement in reaching PBL milestones acknowledged.

Term 2-4 - RITES OF PASSAGE BOYS WELLBEING PROGRAM - to assist boys to maintain positive relationships especially when transitioning to high school.

Term 4 - PRESENTATION OF PRINCIPAL'S MEDALLION - for earning 5 Spirit Awards (earned throughout student's enrolment at the school) and no detentions (throughout the calendar year). This presentation is part of the school's annual awards presentation.

Completed by: David Baxter

Position: Assistant Principal

Signature:



Date: 20-02-2023

Principal name: Lisa McGrath

Signature:



Date: 20-02-2023