

# Black Mountain Public School

## Anti-bullying Plan 2018

**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.

### Black Mountain 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
All Terms	Newsletter promotions of expectations – Posters are included in fortnightly newsletters
All Terms	You Can Do It! Language and information about expected school behaviours are promoted at morning assemblies, school assemblies and P&C meetings to ensure expectations are shared with the community.
All Terms	eSmart and You Can Do It! Scope and Sequences are implemented and taught across the school

### 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
All Terms	eSmart Online Professional Learning engaged in by all staff
All Terms	You Can Do It! explicit scope and sequence followed to ensure every staff member is familiar with the language of the program so that it is embedded across the school
Term 1	Anti-bullying policy, procedures and plans reviewed and processes clearly outlined to all staff

### 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.

The principal speaks to new staff when they enter on duty at the school, as part of the induction process. The detailed Anti Bullying Plan explicitly outlines the strategies for preventing, managing and responding to incidents of bullying within the school. This plan is made available to all staff.

Appendixes for Anti-bullying Plan

1. Values for Australian Schooling
2. Behaviour Code for Students
3. Behaviour Code for Students: Actions
4. Incident Report Overview Proforma
5. Student Response Proforma
6. Teacher Response Proforma
7. Witness Response Proforma

## 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 topics
Term 1	Policy/Plan and prevention, management and responsive processes presented for review at P&C Meeting
All Terms	Posters included in fortnightly School Newsletter – Addressing Behaviour Code, Safe Online Practices etc.
All Terms	New information or changes within the DET communicated – e.g. Password Protection Suggestions, shared
All Terms	Topics linked to positive school behaviours presented at School Assemblies

## 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.

- Attendance awards presented every term. Achievement awards are presented at all assemblies.
- You Can Do It! Scope and Sequence followed and language embedded across the school.
- eSmart Scope and Sequence followed and program embedded across the school
- Leadership Program at school
- Anti-Bullying Plan (Attachment) outlines strategies for parents to support their children in engaging in positive behaviours, managing bullying behaviour and strategies for responding to bullying behaviours.
- Anti-bullying Plan (Attachment) makes clear the expectations of the school and the processes and procedures followed by the school to prevent, manage and address bullying.
- Websites for parents to access additional information about bullying is included in the school's attachment.

Completed by Belinda Baker, Principal

20 November 2018

Completed by:

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Position:

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Signature:

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Date:

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Principal name:

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Signature:

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Date:

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