

# Vardys Road Public School

## Anti-bullying Plan 2019

**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.

### Vardys Road'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	Behaviour code for students, PBL Expectation lessons, National Day of Action against Bullying
Term 2	PBL Expectations, Taking a STAND against Bullying, Bystander behaviour
Term 3	Kids Helpline Sessions on Bullying
Term 4	Cyber-safety Talk by Police Liaison Officer

## 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	Teaching and reinforcing respectful relationships, Student wellbeing Toolkit
Term 2	Life Skills PL
Term 3	MAPA Training
Term 4	Kids Helpline PL

## 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.

New and casual staff are provided with:

- information is provided in a handout to casual staff when they enter on duty at the school
- an executive staff member speaks to new and casual staff when they enter on duty at the school
- the principal speaks to new executive staff when they enter on duty at the school, as part of the induction process.
- new teachers are provided information by way of the Staff Information Book about the school's Anti Bullying Plan and processes.
- staff are familiar with the school's PBL expectations and use the PBL flowchart to respond to inappropriate behaviour, reporting incidents of bullying to the stage supervisor.

## 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	School Newsletter article for National Day of Action against bullying with websites and resources.
Term 2	School website, school Facebook and/or school newsletter - Bystander behaviour
Term 3	School website, school Facebook and/or school newsletter - Kids Helpline information about bullying
Term 4	Parent meeting - Cyber-bullying information talk by Police Liaison Officer.

## 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.

- A weekly focus on Positive Behaviour for Learning expectations in different settings around the school
- student wellbeing practices such as Smiling Mind, Yoga, Life Skills, Circle Time.
- Community Wellbeing Officer running student small group and community outreach programs
- Every student is supported to identify adults who can help them when needed
- Child Protection lessons - including the unit 'Power in Relationships' is taught each year.

Completed by: Belinda Barber

Position: Assistant Principal

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Principal name: Ian Short

Signature: Ian Short Date: 20.03.2019