

# Sherwood Grange Public School

## Anti-bullying Plan

**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.

### Sherwood Grange 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. Expectations of behaviour

The school's high expectations for behaviour across all aspects of school life will be discussed regularly with students. This will occur at assemblies, in classrooms, in the playground and in conversations with small groups of children or an individual child.

##### 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.

##### 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.

- All new staff to be given an induction package including School Expectations, Values and Whole School Behaviour Management. Approaches with explicit instruction on Whole School Behaviour Management Strategies.
- An executive staff member speaks with new and casual staff about the school's culture of high expectations and kindness to others as part of the induction process.
- All new staff members are paired with an experienced "mentor" teacher to support them to respond to student wellbeing concerns, including where bullying behaviour is occurring.
- The Principal speaks with new executive staff about the school's culture of high expectations and kindness towards others.

## 2. Partnerships with families and community

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. For example:

School Newsletter displaying School Expectations and Values, and parent information explaining these.

Kindergarten Orientation sessions which highlight and discuss School Expectations and Values.

School Website and Sentral notifications.

'Wellbeing Hub' and Pop Up Cafe promoting positive community wellbeing and building relationships.

Respectful conversations and communication with parents when issues arise.

## 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.

- School Expectations and School Values regularly referred to and promoted.
- Consistent practice in acknowledging positive student behavior and addressing inappropriate behaviour.
- Promotion of positive relationships, positive self-talk, respect, friendship, resilience and acceptance.
- Wellbeing Support Officer & Learning and Support Coordinator roles created to support EVERY CHILD.
- Students taught to report concerns to a trusted adult.
- "Check-ins" for students who would benefit from extra support.
- All concerns investigated & support provided to the reporting child and the child exhibiting bullying behaviour.
- An emphasis on kindness and "Bringing kindness in your heart to school every day".
- "My Wellbeing Slip" available for students. This is then followed up by a staff member.
- A sense of belonging is actively cultivated across the school. Examples include students being met by school staff at the gate when they arrive in the morning, Student Representative Council (SRC) provides a student voice, Student Learning Support Officers in the playground, to assist teachers with monitoring behaviour, additional activities available for students during break times (Lego Club, Chess Club etc.).

## 4. School response to reports of bullying

Every child is known, valued and cared for at Sherwood Grange. All reports of bullying are investigated. Action includes:

- Allowing students to have a voice.
- Staff providing immediate support, and ongoing support if needed, for the child making the report.
- Intervention to stop the behaviours of concern.
- Consequences in line with school procedures.