

ANTI-BULLYING PLAN 2021

Tamworth South 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.

Tamworth South 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
Each Term Week 5 & 8	Positive Behaviour for Learning promoted and celebrated
Term 1	Behaviour code for students and the School Community Charter distributed Participation in the National Day of Action Against Bullying and Harmony Day activities
Term 2 & 3	Tell Them From Me student survey conducted and analysed to inform actions
Terms 1 - 4	Participation in incursions, visiting performers / speakers or virtual platform, on Anti - Bullying, Cybersafety, Anti - Bullying strategies

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	PBL values communicated, Scope and Sequence of lessons reviewed and distributed for weekly lessons. Staff access and implement the resources and lessons for the National Day Against Bullying
Each Term	Professional learning and ongoing reflection on the implementation of Restorative Practices across the school
Each Term	PBL data monitored, collected and analysed by committee for early identification of areas of concern and communicated to executive
Term 3	Professional Learning - Anti - Bullying website

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 will be informed about the school's approach toward the eradication of bullying through a comprehensive induction process. New staff are given a staff handbook and induction pack featuring extensive details on PBL and Restorative Practice which are implemented across the school upon commencement of employment. New staff engage in conversation with an executive staff member 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.

On going support is provided to new and casual staff around anti - bullying strategies, lesson focus, PBL strategies and Restorative Practice approach.

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
Each Term	Parent meetings including induction / introduction evenings, P&C meetings, parent/teacher night with discussion and distribution of student bullying and school supports.
Each Term	School website, Facebook page and school newsletter features information regarding PBL and Restorative Practice across the school as well as Bystander behaviour and information.
Each Term	Assemblies discuss, promote and celebrate Positive Behaviour for Learning.

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.

We work with families to support students identified as requiring support from bullying - either as a victim or as a bully.
 Identification of support requirements through executive and fortnightly Learning and Support meetings.
 Implementation of whole school Positive Behaviour for Learning (PBL) initiative including twice a term celebrations, weekly acknowledgment at assemblies, exposure and explicit teaching of lessons.
 Implementation of Restorative Practice across the school at a classroom and executive level to support students and staff.
 Facilitating chaplaincy and cultural awareness across the school as well as visiting performances and speakers.
 Staff representation at P&C and AECG meetings to provide information to the wider school community to encourage and maintain a united approach to anti - bullying at Tamworth South Public School.

Completed by: Krystal Magann

Position: Deputy Principal

Signature: 

Date: 25 August 2021

Principal name: Leonie Byrne

Signature: **Byrne, Leonie**

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