

ANTI-BULLYING PLAN 2023

Menai 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.

Menai 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
Daily	Morning Assemblies
Termly	Special Term Assemblies
Weekly	In Class as PDHPE Focus / PBL Lessons
	**See appendix attached for further information

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
Weekly	Teaching and reinforcing respectful relationship.
Weekly	Staff communication - Administration and Wellbeing meetings to discuss student welfare.
Yearly	Annual Staff mandatory compliance training with response strategies and effective communication strategies
	**See appendix attached for further information

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 and casual staff will be informed about the school's approaches and strategies to prevent and respond to student bullying behaviour, when it does occur. For example:

- information is provided in a handout to staff when they enter on duty at the school (green casual folder in office). PBL Flowchart is attached to respond to and manage behaviour and with clear reporting and follow up procedures.
- an executive / wellbeing 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.

**See appendix attached for further information

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
	Parent meetings i.e P&C, parent/teacher night - Defining student bullying and school supports (policy)
	School website school Facebook and school newsletter Menai Mag
	Class Dojo - School-wide App - PBL Focus, Anti-bullying Awareness Events, PBL Lessons (photos/videos)
	**See appendix attached for further information

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.

Menai Public School is committed to explicitly teaching and modelling positive behaviour and to supporting all students to be engaged with their learning. Please visit links for further information:

Menai Public School Website: <https://menai-p.schools.nsw.gov.au/>

Department of Education Parents/Carers Information: <https://education.nsw.gov.au/parents-and-carers>

**See Menai Public School Behaviour Support and Management Plan for details of all Wellbeing Programs

**See appendix attached for further information and Anti-Bullying Prevention and Intervention

Completed by: Rhiannon Wall (with Lilly Morabito)

Position: Assistant Principal

Signature: *Rhiannon Wall*

Date: 28.04.23

Principal name: Lilly Morabito (R/Principal)

Signature: *Lilly Morabito*

Date: 28.04.23