

# ANTI-BULLYING PLAN 2024

## 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
Across the year	Behaviour code for students
Across the year	Positive Behaviour for Learning Core Values – Morning Assemblies, Special Term Assemblies, Mini Assemblies
Across the year	Behaviour expectations are modelled, monitored and implemented by staff and student leadership team.
Across the year	Cyber safety awareness and cyber bullying
Across the year	In class as PDHPE Focus / PBL Lessons

## 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	Professional Learning on the Department of Education's Code of Conduct and Open Parachute
Term 1, 2 and 3	Executive team and staff to work and collaborate with the APLaS to review and refresh the school's PBL policy and procedures
Term 3/4	Wellbeing team to implement the new DoE Behaviour Support and Management Plan and work towards compliance.
Term 4	APLaS professional learning on Understanding Behaviour.
Across the year	Professional Learning on the new Student Behaviour Strategy and the Restrictive Practices Policy and procedures.
Across the year	Looking at PBL behaviour data and explicitly teaching values that need reinforcing
Across the year	Weekly Staff communication - Administration and Wellbeing meetings to discuss student welfare.
Yearly	Annual Staff mandatory compliance training with response strategies and effective communication strategies

## 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.

Our school induction process provides new casual and temporary staff members with approaches and strategies to prevent and respond to student bullying behaviour should it occur. Examples include:

- 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.
- Casual staff are advised who is available to support them should they need to manage behaviour.
- Posters and signage are visible in all settings of the school that promote our school expectations.

## 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
Term 1	P&C meetings - Defining student bullying and school supports (policy) Outlining the Anti-bullying Plan and describing the types of behaviours that are considered bullying. Explanation of school procedures if this occurs.
Across the year	School Website, Facebook page and school newsletter Menai Mag, provide timely information to families including resources for parents to support school initiatives, PBL Focus, Anti-bullying Awareness Events, PBL Lessons
Across the year	Meet the teacher, parent interviews and parent workshops provide personalised social and professional conversations with families.
Across the year	Teaching and executive staff will contact individual parents if an incident involving bullying occurs involving their child to discuss follow-up and family support.

## 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:

- Positive Behaviour for Learning - School-wide PBL Strategies and frameworks to support and monitor high expectations of behaviour
- Explicitly teach the BPS school values of safe, respectful, learners K-6.
- Engage in Trauma Informed Practice
- Implement the Open Parachute Program to teach strategies to unpack emotion
- Explicitly teach cyber safety.
- Explicitly teach students strategies to be safe, healthy and empowered.
- Explicitly teach students that they are responsible for their own and others' safety and wellbeing.
- Explicitly teach students how their empathy, inclusion and respect impact on themselves and others.
- Harmony Day, National Day of Action Against Bullying
- Highly accomplished and skilled teachers to support exemplary practice
- Experienced and caring Learning and Support Team (LST) to support, manage and communicate challenging behaviours to support student and staff wellbeing
- Support and specialist staff such as WHIN Nurse, counsellor, Aboriginal Liaison Officers, SWEEP worker and the Team around the school
- Extracurricular activities during lunch breaks to support inclusion and wellbeing such as Coding, Choir, Dance, Eco Heroes / Gardening, Library and Lunch Bunch
- Playground Leaders to support socialising and positive interactions
- SRC - student voice used in various areas of the school community and planning events
- Peer Support K-6 to upskill students in resilience and belonging
- Transition programs
- Year 6 and Kindergarten Buddy Program to support Kindergarten transitions
- Use the Zones of Regulation terminology in all school settings.

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 MPS Behaviour Support and Management Plan for details of all Wellbeing Programs

\*\*See MPS Anti-Bullying Prevention and Intervention Procedures

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