

# ANTI-BULLYING PLAN

# 2023

## Excelsior 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 detail 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.

### Excelsior 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
Term 1 Week 8	The school's PBL Anti Bullying Poster is presented and discussed at assembly and in class. The school's Anti Bullying Pledge is taken by all students
Term 2 Week 8	The school's PBL Anti Bullying Poster is presented discussed at assembly and in class. The school's Anti Bullying Pledge is taken by all students
Term 3 Week 8	The school's PBL Anti Bullying Poster is presented discussed at assembly and in class. The school's Anti Bullying Pledge is taken by all students
Term 4 Week 8	The school's PBL Anti Bullying Poster is presented discussed at assembly and in class. The school's Anti Bullying Pledge is taken by all students.

## 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
Each Term in week 7	Teachers undertake professional learning on bullying - professional learning presented through the 'Bully No Way!' website in staff admin meetings.

## 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 our school's approaches and strategies to prevent and respond to student bullying in the following ways;

\* information is provided in the class casual folder to staff when they enter on duty at the school

\* an executive staff member provides new staff with an induction and anti bullying information is in the induction document.

## 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, week 4/5	Parent Teacher Information Evening - Defining bullying and showing parents / carers our school's PBL Anti Bullying poster
Term 2, week 10	School Website - Putting a link to the NSW Anti Bullying website for parents / carers to access and viewing our school's Anti Bullying Plan
Each Term in week 8	School Newsletter - Defining what is bullying, what to do if your child reports bullying and including our school's Anti Bullying PBL Poster.

## 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.

Excelsior PS has strong proactive wellbeing programs in place. A variety of universal programs are implemented during the year to support wellbeing. PBL, Grow Your Mind, Learning Modes and Learning Dispositions are taught across K-6. Excelsior is a Positive Behaviour Learning (PBL) school. Whole school expected behaviours are implemented weekly to ensure all students are given explicit instruction on expected behaviours and create a safe learning environment for all. Learning Dispositions and Learning Modes are explicitly taught across K-6 so that students are aware of the learning expectations in each mode and each learning space. A variety of interest groups are available to students during lunch times to foster connectedness and student engagement. Peer Support is run in term 3 to increase and foster social connections across the school and teach social skills. We also ensure that student wellbeing is supported through a variety of targeted Chaplaincy programs throughout the year.

Completed by: **Natalia Mujcinovic**      Date: 17.05.2023

Position:            **Assistant Principal**

Signature:

Principal name:    **Sandra McKay**            Date: 17.05.2023

Signature: