

# Greenwich Public School

## Anti-Bullying Plan

*Last revised November 2024*

*This document has been developed collaboratively by school staff and the P&C Governance and Policy Subcommittee*

***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.

### Greenwich 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.

### 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 bullying behaviour. Our school engages in the following practices to promote a positive school culture.

### 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
Monthly/Termly	Behaviour Code for Students
Weekly	Student reminders of Positive Behaviour for Learning expectations and strategies at all assemblies

### **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.

<b>Dates</b>	<b>Communication Topics and Professional Learning</b>
Start of Term One	Reminder of wellbeing procedures, programs and strategies used to support student wellbeing are clearly communicated to staff at the beginning of each year.
Termly	Access to websites, programs and professional learning to assist in the explicit teaching of anti-bullying and respectful relationships.

### **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.

Induction booklets that include school wellbeing procedures, school wide programs (Positive Behaviour for Learning) and anti-bullying expectations at Greenwich Public School. Meetings are held with all new staff to address this document.

Casual teacher information sheet includes the anti-bullying expectations and behaviour management to deal with positive and inappropriate behaviour.

Posters of core school rules and values are displayed in every classroom.

An Assistant Principal speaks to new and casual staff when they enter on duty at Greenwich Public School.

Induction process for new members of the executive staff with an off-class executive to ensure communication of wellbeing procedures and anti-bullying programs and strategies to ensure consistency across grades.

New and casual teachers are supported by grade Assistant Principals and Supervisors in implementing the school's wellbeing procedures, programs and managing student behaviour and wellbeing.

### **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.

### **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).

## Communication with Parents

Our school website 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 Topics
Termly	School approach to wellbeing and anti-bullying shared at meetings (P&C/Meet the Teacher evenings) and in grade newsletters and handouts
All year	School website has anti-bullying website linked with suggested links to support parents and carers
All year	PBL expectations and school values posters displayed in all classrooms and learning areas

If you have concerns about student behaviour, please inform the class teacher as your first point of contact. Depending on the behaviour, the issue maybe escalated to the Assistant Principal or Principal. Where appropriate, the school counsellor is also available to provide support.

### Support for Wellbeing and Positive Behaviours.

- Our school's practices support student wellbeing and positive behaviour approaches that align with our 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.

### At Greenwich Public School we:

- Explicitly teach the Positive behaviour for Learning program values throughout the year.
- Use a systematic reward system incorporating PBL values, merit awards and house points.
- Implement student leadership and student voice initiatives through our leadership procedures and Student Representative Council (SRC).
- Have a Learning and Support team that meet weekly.
- Have a part-time school counsellor to support students.
- Encourage buddy groups and positive relationships across stages and grades.
- Implement a technology and cyberspace agreement for all students.
- Hold termly Recognition Assemblies to bring the school together.
- Embrace and acknowledge cultural events such as Harmony Day and NAIDOC Week celebrations.

Completed by:

Position:

Signature \_\_\_\_\_ Date \_\_\_\_\_

Principal name:

Signature \_\_\_\_\_ Date \_\_\_\_\_