

ANTI-BULLYING PLAN 2022

Mount Keira Demonstration 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.

Mount Keira Demonstration 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	Behaviour code for students
Term 1	Classroom teachers support students to develop classroom rules aligned to school values.
Term 1- 4	Student behaviour expectations will be reviewed with students in classrooms as we don't have assemblies.
Yearly	Stage 3 students participate in a session with a Police Youth Liaison Officer from Wollongong Police Station

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	Review school procedures for managing student behaviour, school expectations and record keeping.
Weekly	Communication meetings - staff identify and discuss responses to student bullying behaviour as required.
Yearly	Professional learning session/s to support staff in preventing and managing challenging student behaviour.

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.

- information is provided in a casual folder to staff when they enter on duty at the school
- an executive staff member speaks to new and casual staff when they enter on duty at the school

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	Newsletter/Skool Bag: Student Behaviour Code and Use of Digital Devices and Services Agreement
Term 1 - 4	Newsletter/Skool Bag: Student behaviour expectations aligned to school values

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.

During Term 1, our staff focus on building positive classroom environments by establishing rules and routines aligned to the Student Behaviour Code and our school values. Additionally, teachers deliver the Department of Education Child Protection units of work with a focus on the themes of respectful relationships and conflict resolution as part of the PDHPE curriculum. These themes and values are revisited throughout the year, including through our weekly Wellness Wednesday activities.

We work with the NSW Police to engage the support of a Youth Liaison Officer to assist in the delivery of programs aimed at promoting a culture of reporting bullying and promoting upstander behaviour.

As required, teachers implement anti-bullying programs using Department of Education, Bullying No Way! and eSafety Commissioner resources.

We have a whole school approach and staff are committed to partnering with parents and carers to assist in the prevention of student bullying behaviours and use restorative practices as part of our approach for resolving conflict between students.



Completed by: **Vanessa May**

Position: **Relieving Principal**

Signature:

Date: **27/09/2022**

Principal name: **Vanessa May**

Signature:

Date: **27/09/2022**