

Hernani Public School

Anti-bullying Plan 2020



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.

Hernani 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. All 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
T1 February	Welcome to school breakfast
T1	P & C meeting
T1	3 way meeting (student, parent, teacher)
T1 Wk 5	Personalised Learning Plans, Learning Goals, Behaviour and Risk Support plans if applicable
T2 Wk 10	3 way meeting – School reports
T2	Yearly Social Emotional Learning Program integrated within PDHPE
T3	Individual Learning Plans–
T3	Personal Learning And Support Plan - diagnosis
T4	Life Education

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
Annual	On-line training courses supported at a system level. Mandatory training in Child Protection, Code of Conduct, Anti-corruption, Anti-Racism Co-ordinator
Weekly	Staff meetings, Learning And Support Team 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.

- Staff Handbook, Wellbeing framework, Behaviour Flow Chart, Anti Bullying Policy, Restorative Justice Practices
- Executive check-in

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:

School Anti-bullying Plan
NSW Anti-bullying website
Behaviour Code for Students

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 topics
	School Handbook, Newsletters, School Website, Facebook
	Enrolment interview
	Kinder Parent Orientation afternoon

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.

- Intrinsic learning through environmental modelling
- Social Emotional Learning program
- School Counsellor available
- Term assemblies
- Sparky & Shady
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Completed by the Principal: **Jennifer Winkel**

Signature: Jennifer Winkel 

Date: 2/9/2020