

ANTI-BULLYING PLAN 2024 - 2025

Turrumurra North PS

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.

Turrumurra North'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. 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 in the school environment.

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

1.1 Student assemblies and information

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 / as needed	Behaviour code for students - reminders with modelled examples, Student Representative Council - special events promoting inclusion, respect and diversity, Student Leadership expectations
Weekly / as needed	Positive Behaviour for Learning - You Can Do It! Keys for Success incorporated into class wellbeing program, circle time and check-in discussions, UR Strong class lessons
Term 1	Recognise Harmony Day, Anti-Bullying Day of Action. Distribute technology use agreements, promote behaviour expectations overview via stage newsletters and class / school signage.
Terms 1-4 ongoing	Stage-based activities -Staying Safe Online - cyber safety, DoE PD/H/PE scope & sequence for wellbeing, Life Education, Backflips Against Bullying, Online Guardians (or similar incursions when opportunities arise)

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
Resources accessed as required throughout the year.	Collaborative planning, teaching and reinforcing respectful, inclusive relationships. Understanding diversity through an inquiry framework - DoE Anti-Bullying Units of work, access resources from KidsMatter framework and e-Safety Education units, RUOK Day resources.
	Wellbeing and Learning Engagement Teams lead sessions, implementation with stage-based focus areas and wellbeing plans. Monitoring and recording – ongoing.
	The URStrong program is implemented from K-6 with class-based lessons explicitly teaching friendship and positive social skills. School signage and the inclusion of activities as assemblies and in the school and termly newsletters reinforce important messages.
	Student management policy / procedures - including induction & professional learning modules, behaviour and engagement focus, code of conduct, personalised learning and support plans, IER Schools policy initiative – engage and enact.
	Review and clearly communicate Anti-Bullying policy, Positive Behaviour for Learning and school-wide behaviour management strategies, school community charter and behaviour code for students. Record keeping protocols and management flowcharts reviewed.

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.

Our school induction process provides new, casual and temporary staff members with approaches and strategies to prevent and respond to student bullying behaviour as required. Examples include new staff participating in induction and receiving information through our School Information Book and Casual Overview. Casual staff are welcomed by the Principal or an Assistant Principal when they enter on duty.

Our Positive Behaviour for Learning, You Can Do It! (Keys to Success) system, UR Strong, positive reward system and behaviour management flowchart are explained. Each teacher receives an information package that includes - advice on school staff available to support them should they need to manage behaviour, the school awards system, use of Sentral notification / recording and policies / procedures for communication. Posters are visible in all settings of the school, promoting school-wide expectations that are aligned with the Department of Education's Behaviour Code for Students.

New and casual staff are included in mandatory training, professional learning and policy implementation as required. This includes the implementation of the Inclusive Engaging Respectful (IER) Schools initiative.

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 at school and at home.

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

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
Ongoing throughout the year.	Meet the Teacher / Parent Information Evenings and documentation– outlining and promoting school-wide wellbeing approaches, units of work, positive behaviour for learning expectations, UR Strong program, class expectations
Additional information is provided as required.	School & stage newsletter information – core values and social emotional learning promoted, sharing of code of conduct, community charter, school-wide expectations matrix, planned incursions and events with a wellbeing focus.
	School website – DoE information on wellbeing and student support, including anti bullying policy and approaches.
	Parent interviews, meetings, personalised learning and support plans developed, student goal setting and progress updates, school counselling referrals and reporting. Phone and email contact as needed.

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:

- DoE Child Protection units of work
- Anti-bullying lessons, taken from the DoE Anti-bullying website, taught in classrooms.
- Incursions from organisations such as Online Guardians available to students and parents.
- Bullying No Way - Week of Action and RUOK Day. Participating in activities to raise awareness, encourage reporting and promote upstander behaviour (see/say)
- URStrong explicitly taught K-6 and promoted at assemblies and through school and termly newsletters.
- Class or small group circle time and check in discussions. Counselling, 1:1 support, mediation and restorative practice approaches. Focus on social emotional learning skills (SEL)
- Playground supervision rosters and clear expectations for students and staff - monitoring, early intervention and redirection or consequences with reference to the school behaviour matrix and DoE Code of Conduct.
- Student Learning Support Officers working alongside teachers in the playground at recess and lunch times to assist with supervision - monitoring and supporting students.
- Learning Engagement Team (inclusive of principal, executive staff, teachers and school counsellor) fortnightly meetings as required to discuss, plan, record and review student wellbeing concerns. Implement programs and/or strategies to support students, communicate with and engage parents/carers.
- Zones of Regulation and Traffic Light resources in classrooms and self-regulation strategies taught as required.
- Additional recess and lunch time clubs - promoting pro-social interactions across stage groups with a range of supervised, break time options for students.
- Working with DoE personnel - Engagement and Wellbeing teams, Assistant Principals Learning and Support, School Counsellor, Psychologists, Home School Liaison Officers, School Education Director