



# Sutherland Public School

## 2023 Anti Bullying Plan

### Overview

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 include 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.

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

### Student communication

Expectations of student behaviour will be discussed, and information presented to promote a positive school culture where bullying is not accepted at a variety of settings such as assemblies, SRC meetings and within our PBL focus of our school values taught each term within the PDHPE lessons.

## Staff communication

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	PBL review of program, antibullying and resources to support teaching.
Twice a term	PBL serious incident data reviewed, and focus set for school priorities.
Ongoing	Executive monitor serious behaviour incidents and follow procedures accordingly e.g., 3 times in red book in a term = parents called. Serious incidents = parents called. Suspension policy followed.
Annually	PBL program reviewed and updated in consultation with LST.

## 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 through our induction for all new teachers, through information provided by supervisors to all casual staff and also provided through casual folders with explicit individual class information.

## 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. With an active P&C, our school uses School Bytes for all communication (direct, broadcasts and for individualised parent meetings). This ensures a strong, powerful partnerships exist at SPS.

## 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
Term 1	Parent information via newsletter, outlining PBL and processes for connecting with teachers to discuss issues or incidents. Necessary issues addressed during parent/teacher meetings.
Term 2	Newsletter information on PBL, anti-bullying and cyber-safety.
Term 3	P&C meetings on PBL and anti-bullying. Issues addressed during parent/teacher meetings.
Term 4	Review of PBL in newsletter or meetings to conclude the year. Information provided to families for support. Kids Helpline: 1800 55 1800 Parent line: 1300 1300 52

## 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 PDHPE.

Examples of other ways our school embeds student wellbeing and positive behaviour approaches and strategies in practice include the following:

- Social skills programs through PDHPE lessons for all stages
- Peer support program in Term 2, run by Year 6 students and teachers
- Buddy bench in the playground
- Endeavours given out in the classroom and playground for PBL
- Explicit PDHPE lessons as per the curriculum
- Explicit PBL lessons in classes and assemblies, tailored to address recent incidents
- Risk management plans and Behaviour management plans where appropriate
- Learning and support referrals for students where necessary

**Completed by:** Kate Drury (Rel/Principal), Steve Austen (AP), Glen Hines (AP), Eric Upton (Rel/AP), Jennifer Chant (PBL coordinator), Sarah Rose (LST coordinator)

**Signatures:** \_\_\_\_\_  
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**Principal name:** Kate Drury

**Date:** May 2023

**Signature:**