

ANTI-BULLYING PLAN 2023

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. 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 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
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 1-3 ongoing	Stage-based activities including Staying Safe Online - cyber safety, DoE PD/H/PE scope & sequence for wellbeing, Life Education Program, Backflips Against Bullying (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
Terms 1-4	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.
Termly	Wellbeing and Learning Engagement Teams lead sessions on You Can Do It! resulting in program implementation with stage-based focus areas and wellbeing plans. Monitoring and recording – ongoing.
Terms 1 and 2	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.
Annually Term 1	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 should it occur. 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 and You Can Do It! (Keys to Success) system, 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. In 2023 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.

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
Annually / Term 1	Meet the Teacher / Parent Information Evenings – outlining and promoting school-wide wellbeing approaches, units of work, positive behaviour for learning expectations, YCDI! Program, class expectations
Terms 1-4	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.
Ongoing	School website – DoE information on wellbeing and student support, including anti bullying policy and approaches.
Ongoing	Parent interviews, meetings, personalised learning and support plans developed, student goal setting and progress updates and reporting. Phone, email, online 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.

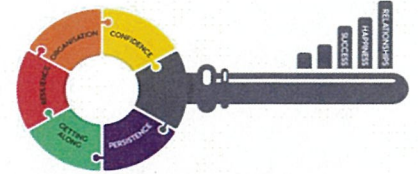
Social and emotional skills related to personal safety, resilience, help-seeking and protective behaviours are explicitly taught across the curriculum in Personal Development, Health and Physical Education (PDHPE).

Examples of other ways our school will embed student wellbeing and positive behaviour approaches and strategies in practices include the following:


- Anti-bullying lessons, taken from the DoE Anti-bullying website, taught in classrooms.
- Supporting Anti-Bullying Day of Action. Participating in activities to raise awareness, encourage reporting and promote upstander behaviour (see/say)
- YCDI! explicitly taught K-6 and promoted at stage assemblies and through school 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.
- 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 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.
- 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 Department of Education personnel - Engagement and Wellbeing teams, Assistant Principals Learning and Support, School Counsellor, Psychologists, Home School Liaison Officers and School Education Director

Positive Behaviour for Learning

Our Keys to Success – You Can Do It!



Confidence	Resilience	Getting Along	Organisation	Persistence
Confidence means not being afraid to make mistakes and believing you will be successful in the end.	Resilience means being able to stay calm and positive, and to bounce back from challenges.	Getting along means treating others fairly, working cooperatively and trying to solve conflicts when they arise.	Organisation means managing your belongings and being ready to learn. It also means using your class time wisely and keeping track of your own work.	Persistence means trying your best to finish your work, even when things feel difficult.

	We are Safe	We are Respectful	We are Engaged Learners
<p><i>All Settings and Learning Spaces</i></p> <p><i>Classrooms including library, art, music & sport areas</i></p>	<p><i>Right place, right time</i></p> <p><i>Hands and feet to myself</i></p> <p><i>Care for myself and others</i></p> <p><i>Ask permission before leaving</i></p> <p><i>Use equipment responsibly</i></p> <p><i>Care for all resources</i></p> <p><i>Move around with care</i></p> <p><i>Solve problems calmly</i></p>	<p><i>Treat others kindly</i></p> <p><i>Speak and behave politely</i></p> <p><i>Cooperate with others</i></p> <p><i>Listen attentively</i></p> <p><i>Follow the instructions of all teachers</i></p> <p><i>Take care with property</i></p> <p><i>Accept the decisions of teachers</i></p> <p><i>Value the opinions of others</i></p> <p><i>Wear the correct uniform</i></p>	<p><i>Attend school daily</i></p> <p><i>Arrive at school and class on time</i></p> <p><i>Participate actively in learning</i></p> <p><i>Be prepared and organised</i></p> <p><i>Encourage others</i></p> <p><i>Accept responsibility for your actions and behaviour</i></p> <p><i>Accept challenges and feedback to do your best</i></p> <p><i>Use all digital devices responsibly and as directed</i></p>
<p><i>Playground</i></p>	<p><i>Use the playground equipment correctly</i></p> <p><i>Play safely</i></p> <p><i>Wear a school hat or play in the shade</i></p> <p><i>Move sensibly when the bell goes</i></p>	<p><i>Follow the rules of the game</i></p> <p><i>Allow others to play their games happily</i></p> <p><i>Speak in a polite way</i></p> <p><i>Collect belongings at the end of recess and lunch</i></p> <p><i>Put all rubbish in the bin</i></p>	<p><i>Make new friends by including others</i></p> <p><i>Have a go and try new games</i></p> <p><i>Look after the playground and gardens by leaving natural materials alone</i></p>
<p><i>Eating Areas</i></p>	<p><i>Eat your own food</i></p> <p><i>Stay seated</i></p> <p><i>Follow directions</i></p> <p><i>Wait to be dismissed</i></p>	<p><i>Use manners</i></p> <p><i>Put rubbish in the bin</i></p> <p><i>Put belongings into the tub or right place</i></p> <p><i>Ensure your bag is closed</i></p>	<p><i>Make healthy food choices</i></p> <p><i>Bring your food, drink and hat</i></p> <p><i>See the teacher if there is a problem</i></p>
<p><i>Movement and Lining Up</i></p>	<p><i>Walk calmly and directly to the right place</i></p> <p><i>Keep to pathways</i></p> <p><i>Sit / stand leaving space for others</i></p>	<p><i>Wait patiently</i></p> <p><i>Use a sensible voice</i></p> <p><i>Leave space for others when walking and lining up</i></p>	<p><i>Consider others when moving during class time</i></p>
<p><i>Canteen</i></p>	<p><i>Line up</i></p> <p><i>Buy for yourself</i></p> <p><i>Return to the playground</i></p>	<p><i>Wait your turn</i></p> <p><i>Use your manners – please and thank you</i></p>	<p><i>Make healthy food choices</i></p> <p><i>Look after your money</i></p> <p><i>Use the canteen at the right time</i></p>
<p><i>Assembly</i></p>	<p><i>Enter and leave calmly and quietly</i></p> <p><i>Sit and stand at the right time</i></p> <p><i>Keep aisles and doorways clear</i></p>	<p><i>Stand proudly to sing the School Song and National Anthem</i></p> <p><i>Clap and respond sensibly</i></p> <p><i>Sit and stand leaving space for others</i></p>	<p><i>Clap to recognise the achievements of others</i></p> <p><i>Listen to and remember messages</i></p>
<p><i>Toilets</i></p>	<p><i>Stay away from the toilets when eating and playing</i></p> <p><i>Wash hands</i></p> <p><i>Flush the toilet</i></p> <p><i>Ask teacher permission</i></p>	<p><i>Use the toilets correctly</i></p> <p><i>Give other people their privacy</i></p> <p><i>Wait outside for friends</i></p> <p><i>Leave as soon as possible</i></p> <p><i>Leave the area clean and tidy</i></p>	<p><i>Be water wise and turn off the tap</i></p> <p><i>Report anything broken</i></p> <p><i>Use the toilets at recess and lunch</i></p>
<p><i>Excursions and Sport</i></p>	<p><i>Keep in sight of a teacher</i></p> <p><i>Line up sensibly</i></p> <p><i>Wait your turn</i></p> <p><i>Move on/off buses in single file</i></p>	<p><i>Participate actively</i></p> <p><i>Respect members of the public, drivers and other teams</i></p> <p><i>Speak politely to others</i></p>	<p><i>Wear the correct uniform with pride</i></p> <p><i>Behave in a way that sets a good example for my school</i></p> <p><i>Be prepared for the event</i></p>

Behaviour code for students

NSW public schools

NSW public schools are committed to providing safe, supportive and responsive learning environments for everyone. We teach and model the behaviours we value in our students.

In NSW public schools students are expected to:

- Respect other students, their teachers and school staff and community members
- Follow school and class rules and follow the directions of their teachers
- Strive for the highest standards in learning
- Respect all members of the school community and show courtesy to all students, teachers and community members
- Resolve conflict respectfully, calmly and fairly
- Comply with the school's uniform policy or dress code
- Attend school every day (unless legally excused)
- Respect all property
- Not be violent or bring weapons, illegal drugs, alcohol or tobacco into our schools
- Not bully, harass, intimidate or discriminate against anyone in our schools

Schools take strong action in response to behaviour that is detrimental to self or others or to the achievement of high quality teaching and learning.

Behaviour Code for Students: Actions

Promoting the learning, wellbeing and safety of all students in NSW Public Schools is a high priority for the Department of Education.

We implement teaching and learning approaches to support the development of skills needed by students to meet our high standards for respectful, safe and engaged behaviour.

Respect

- Treat one another with dignity
- Speak and behave courteously
- Cooperate with others
- Develop positive and respectful relationships and think about the effect on relationships before acting
- Value the interests, ability and culture of others
- Dress appropriately by complying with the school uniform or dress code
- Take care with property

Safety

- Model and follow departmental, school and/or class codes of behaviour and conduct
- Negotiate and resolve conflict with empathy
- Take personal responsibility for behaviour and actions
- Care for self and others
- Avoid dangerous behaviour and encourage others to avoid dangerous behaviour

Engagement

- Attend school every day (unless legally excused)
- Arrive at school and class on time
- Be prepared for every lesson
- Actively participate in learning
- Aspire and strive to achieve the highest standards of learning

The principal and school staff, using their professional judgment, are best placed to maintain discipline and provide safe, supportive and responsive learning environments. The department provides a policy framework and resources such as Legal Issues Bulletins, access to specialist advice, and professional learning to guide principals and their staff in exercising their professional judgment. In this context the NSW Government and the Department of Education will back the authority and judgment of principals and school staff at the local level.