

Ermington Public School

Anti-bullying Plan 2018

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.

Ermington 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.

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 1-4	Positive Behaviour for Learning (PBfL) expectations
Term 2-4	Success through Positive Reward Systems
Term 3	Social Emotional Learning, Resilience & Learner Qualities

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	Positive Behaviour for Learning - Induction to Positive Behaviour for Learning (PBfL) at EPS
Term 1	System Management, Child Protection and Wellbeing Framework
Term 1-4	Positive Behaviour for Learning - All School Areas
Term 2-4	NSW Anti-Bullying Website and Resilience Programs

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.

Ermington Public School ensures teachers are equipped to prevent and respond to student bullying behaviour. Ermington PS implements a proactive system through Positive Behaviour for Learning to prevent any forms of bullying. New and casual staff participate in school induction programs with a member of the executive team. Through this induction, staff develop high level of understanding of students in NSW Public Schools and implement processes and practices to support all students across the school.

New and casual staff are provided with:

- EPS Casual handbook
- EPS Behaviour Management System Flow Chart
- Positive Behaviour for Learning Overview

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 topics
Term 1	Parent / teacher meeting night - Defining student bullying and school supports
Term 1	School website - Policy and website links updated
Term 2 & 4	School Newsletter - Bullying Behaviour & Bystander Behaviour
Term 1-4	Newsletter: PfBL, Keeping Safe Online, Being Proactive Bystanders, PDHPE Curriculum

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.


Positive Behaviour for Learning is embedded across K-6. Students are explicitly taught appropriate behaviour expectations. Students are acknowledged and rewarded for displaying the expectations of show respect, be responsible, stay safe and challenge yourself. The PBfL framework aims to develop confident, capable citizens who are positive role models for their peers. Ermington PS provides a range of Wellbeing Programs including peer support, buddy mentoring and small group resilience activities. The school has Learning and Support programs to support student wellbeing and can offer counsellor services to support the social and emotional needs of students. The school reviews wellbeing initiatives annually to ensure the social, emotional and academic wellbeing of all students is at the highest standard.

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Signature:  Date: 29.11.18

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