

Lakemba Public School

Anti-bullying Plan 2023

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 <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.

Lakemba 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	Students are introduced to and reminded about the Behaviour Code for Students in NSW Public Schools, the school's Positive Behaviour for Learning (PB4L) Matrix and are provided with an information pamphlet about Anti-Bullying procedures at our school.
Term 1 and ongoing	Digital Citizenship is taught explicitly to ensure students' awareness of their responsibility.
Term 4	Students take part in the 'National Day of Action Against Bullying'.
Terms 1- 4	Students select two adults within the school who they think believes in them. Students meet with their selected adult twice a term except in Term 1 when they meet only once.
Term 2 and Term 4	Bounce Back survey for students.
Term 3 and whenever necessary	Police liaison officer visit (anti-bullying focus).
Terms 1- 4	Year 6 Student Leadership teams are established and involved in planning and implementing a range of projects and activities across the whole school.
Term 4	Students complete a sociogram for the following year.

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	Form an Anti-Bullying committee. Review Anti-Bullying processes.
Term 1 and Term 3	Professional Learning on Anti-Bullying and the school's policies and procedures. Data will be presented to staff in Term 3.
Term 1- 4	Teachers follow the Anti-Bullying Action Plan. Teachers develop effective risk assessment plans when required.
Terms 1 - 4	Teaching MindUp and Bounce Back programs in Years K-6.
Term 1- 4	The Anti-Bullying team monitors the progress of the Anti-Bullying plan and procedures.
Term 2 and Term 4	Bounce back survey for teachers.
Ongoing	Teachers are encouraged investigate the Department of Education's Anti-Bullying resources https://education.nsw.gov.au/student-wellbeing/attendance-behaviour-and-engagement/anti-bullying . They are also encouraged to seek out and engage in professional learning opportunities e.g. readings, online courses and off-site PL to provide evidence-based ways that focus on social and emotional wellbeing and prevent, identify and respond effectively to student bullying behaviour. Teachers who engage in PL sessions are encouraged to share their learning during staff meetings.
Ongoing	Social and emotional wellbeing is listed on the Agenda of Stage Meetings and is regularly discussed during meetings, particularly when issues of concerns arise. Stage meetings are also an opportunity where teachers can discuss strategies used and share their experiences to support one another.

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.

New and casual staff are provided with a copy of the schools' wellbeing procedures, discipline flow chart and Positive Behaviour for Learning (PB4L) expectations. Information is provided to casual staff in a casual folder which is updated with the school's procedures. An executive staff member speaks to new and casual staff when they enter on duty at the school as part of the induction process. The principal speaks to new executive staff when they enter on duty at the school, as part of the induction process.

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.

Below are a list of strategies and activities that are implemented in our school system to foster family-school partnerships.

Dates	Communication Methods and Topics
Term 1	Meet the Teacher - this is an opportunity for parents and carers to meet their child's teacher and to introduce and define school policies and procedures.
Term 1	Parents and carers will be informed about the Anti-Bullying policy and procedures at our school. They will be provided with a pamphlet that has information about bullying and what to do if they think their child is being bullied.

Term 1	Parent /Teacher / Student Wellbeing Conversations - this is one important way that teachers and parents can meet as a team to discuss and plan how best to support our children socially and emotionally.
Ongoing	Parents and families are informed about their child's progress. Parents and carers will work with teachers in the educational decision-making process for their individual child.
Ongoing	Parents and carers will be encouraged to participate in a variety of whole school and Stage events and activities.
Ongoing	The community will be provided with information on how to best support their children socially and emotionally via parent meetings, parent workshops and the school newsletter.

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.

At Lakemba Public School we are committed to ensuring a safe and happy environment for students. A range of programs have been developed and implemented to ensure a positive and supportive school climate. Bounce Back and Mind Up are examples of programs that will continue to be implemented in classrooms to promote positive mental health, wellbeing and resilience for students and teachers.

Students at our school will continue to be provided with opportunities to engage in a variety of leadership roles to increase their own leadership skills, act as effective role models for the student body and offer responsible service to their school and peers. This will ensure that students have a voice and are involved in decision-making processes.

Lakemba Public School will also continue to embed Positive Behaviour for Learning (PB4L) practices and procedures to ensure a healthy and safe environment is established where learning is the focus. The PB4L practices and procedures include links to the school values of Respect, Responsibility and Cooperation.

Furthermore, the whole school community will be encouraged to participate in significant events such as 'National Day of Action against Bullying' and Harmony Day to raise awareness as well as highlight the importance of positive relationships and safe and supportive environments.

Completed by: Anti Bullying Committee

Position: Staff

Signature: Sarah Ghantous Date: March, 2023

Principal name: Jann Price

Signature: Jann Price Date: March, 2023