



# Bullying – Prevention and Response Plan

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## Document Version Control

Version 1.0 – New document

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### **1. Definition**

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.

### **2. 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.

The Entrance Public 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.

### **3. 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.

#### **3.1 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.

- Term 1 – Anti-bullying awareness day
- Ongoing – Students are reminded of expectations of being safe, respectful and engaged.
- Ongoing – Students with demonstrated consistent safe, respectful and engaged behaviours recognised with Teacher, Assistant Principal, Deputy Principal, Principal and Community awards.

#### **3.2 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.

- Term 1 – School welfare and discipline procedures reviewed by all staff
- Ongoing – Student welfare summary shared weekly with all staff
- Ongoing – Student welfare and concerns discussed in Stage meetings
- Ongoing – Weekly Learning and Support Team (LaST) meetings
- Ongoing – Positive Behaviour for Learning (PBL) updates and reflections

#### **3.3 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.

- Ongoing – Induction of new and casual staff including PBL
- Ongoing – Access to school procedures for consistent implementation

#### **4. 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.

##### **4.1 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.

- Bullying – Prevention and Response Plan
- NSW Anti-Bullying website
- Behaviour Code for Students

##### **4.2 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.

#### **5. 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:

- Implementation of PBL expectations in the classroom and playground
- Award of fast and frequent 'TEPS tails' and Teacher, Assistant Principal, Deputy Principal, Principal and Community awards for students demonstrating positive behaviours.

#### **6. Review**

This procedure will be reviewed annually.

#### **7. Department Policies and Procedures**

Bullying of students – Prevention and Response Policy <https://policies.education.nsw.gov.au/policy-library/policies/pd-2010-0415?refid=285835>

Student Discipline in Government Schools Policy <https://policies.education.nsw.gov.au/policy-library/policies/student-discipline-in-government-schools-policy>

NSW Anti-bullying website <https://education.nsw.gov.au/student-wellbeing/attendance-behaviour-and-engagement/anti-bullying/nsw-anti-bullying>

Bias-based bullying factsheet <https://policies.education.nsw.gov.au/policy-library/related-documents/bias-based-bullying-factsheet.pdf>