

ANTI-BULLYING PLAN 2023

Dalmeny Public School

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.

Dalmeny 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
Month/Term	Behaviour code for students
Term 1 Week 1	Respect and Kindness – towards other students, teachers, school staff and community members
Term 1 Week 3	Earning Respect – of other students, teachers, school staff and community members
Term 1 Week 5	Respect and Kindness - helpfulness, manners – following school rules,
Term 1 Week 7	Respect and Cooperation – courtesy, accepting difference, following teacher directions
Term 1 Week 9	Respect and Kindness - inclusion, listening, welcoming
Term 1 Week 11	Respect and Kindness - supportive, being positive, playing safely and fairly.

Term 2 Week 1	Engagement and Responsibility – attend school daily on time, respect the learning of others.
Term 2 Week 3	Engagement and Responsibility – actively participating in learning, working hard, being accountable.
Term 2 Week 5	Safety and Responsibility – being in the right place at the right time, looking after yourself/others.
Term 2 Week 7	Respect and Honesty – being trustworthy, inclusive, owning behaviour, doing what is right.
Term 2 Week 9	Respect and Excellence – setting goals, being a role model, comply with school uniform code.
Term 3 Week 1	Respect and Excellence – persevering, striving to achieve goals, being an active learner.
Term 3 Week 3	Safety and Cooperation – playing safely and fairly, negotiating and resolving conflict with empathy.
Term 3 Week 5	Respect and Responsibility – positive relationships, valuing interests, abilities and culture of others.
Term 3 Week 7	Respect and Kindness – treating others with dignity, speak and behave with courtesy.
Term 3 Week 7	Safety and Responsibility – avoiding unsafe behaviour, encouraging others to be safe.
Term 3 Week 9	Safety and Honesty – speaking the truth, being someone others can trust, being reliable, keeping safe.
Term 4 Week 1	Respect and Kindness – review
Term 4 Week 3	Engagement and Cooperation - review
Term 4 Week 5	Safety and Responsibility - review
Term 4 Week 7	Respect and Honesty – review
Term 4 Week 9	Respect and Excellence - review

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, 2, 3 & 4 Weeks: 1, 3, 7, 9	K – 6 Teams – Student Wellbeing meeting component – Including Friendly Schools
Twice per term	Whole School professional learning
Term 2	Positive Schools Conference

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.

- Teacher mentors / Assistant Principals / Dalmeny Public School Wellbeing Team . Senior Executive provide an induction to new staff in team meetings and whole school staff meetings Term 1 Staff Development Days and as required throughout the year. School signage and behaviour expectations are identified and resources provided to new staff to use daily.
- Staff Professional Development, throughout the year, reflects on and implements improvements to whole school student wellbeing practices.
- 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.

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
	EXAMPLE: Parent meeting i.e P&C, parent/teacher night - Defining student bullying and school supports
	EXAMPLE: School website school Facebook and/or school newsletter - Bystander behaviour

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 implementation of:

- Friendly Schools. The program is an evidence based whole school approach to social and emotional wellbeing and the prevention of bullying, underpinned by 20 years of research in Australian schools.
- the 2022 upgrade of the Dalmeny School Wellbeing Policy and practices to improve student wellbeing.
- the school's 5 core values of kindness, honesty, responsibility, excellence and cooperation. These core values work in unison with the NSW Department of Education's Behaviour Code.
- fortnightly and or prompt (as warranted) student recognition and appreciation for positive behaviour and engagement with learning. This includes assembly awards, Teacher, Assistant Principal, Deputy Principal and Principal awards, letters of thanks, positive phone calls home, the school's values recognition system, house point tokens etc.

Completed by: Ms Emma Jamieson

Position: Principal

Signature: 

Date: 1st May 2023