

Parramatta West Public School

Anti-bullying Plan 2020

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.

Parramatta West 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
Fortnightly	Behaviour code for students
Fortnightly	PWPS School Wellbeing Matrix
Weekly	PWPS School Wellbeing Focus Areas

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	PWPS Wellbeing Matrix - New staff Induction
Term 2	NSW Wellbeing Framework and Anti Bullying Policy
Ongoing	Teachers engage in external professional learning
T2 onwards	Anti Bullying Action Plan - PL and Communication Tools

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.

CASUAL STAFF

Casual staff are informed of the school's systems and processes with regards to discipline and wellbeing through the provision of a 'Casual Folder' that includes the following:

1. An overview which indicates the appropriate executive staff member to support them throughout the day
2. A copy of the PWPS Wellbeing Matrix and merit certificates aligned with the PWPS Wellbeing Matrix
4. Casual staff are greeted each morning to ensure relevant information is communicated.

NEW STAFF

New staff are informed of the school's systems and processes with regards to discipline and wellbeing through the following:

1. Thorough induction process which includes detailed explanations of the Discipline Policy, Wellbeing Matrix and PWPS Merit Scheme.
2. Regular and ongoing mentoring process to support new staff.

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
T1 - T4	Meet the Teacher Night, Parent Check Ins, Kindergarten Orientation: Topic (PWPS Matrix/Student Welfare)
T1- T4	School newsletter covers a range of topics in relation to Anti Bullying
T1-T4	School Facebook page shares links for relevant Anti Bullying Topic - Eg: Cyber Safety

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 Parramatta West, teachers address our Wellbeing Matrix on a weekly basis to explicitly teach expectations in a positive manner. The merit scheme is designed to support the Matrix and reinforce positive behaviours. School programs such as peer support, buddy programs, play leaders and school ambassadors develop student leadership and contribute to positive wellbeing. The school recognises significant events that promote belonging, diversity and respect including Harmony Day, National Day of Action against Bullying and Refugee Week. Specific programs are scheduled throughout the year to address key issues at certain age groups: eg: Cyber Safety. The school discipline policy promotes positive behaviour management strategies to deal with challenging behaviours.