



# ANTI-BULLYING PLAN 2023

## Fairfield West 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.

### Fairfield 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
Term 1	School rules and behaviour code for students, 'The Best Me'
Term 2	Being safe online – Cyber Safety webinar, Beautiful Minds workshops
Term 3	R U OK? day
Term 4	Empowering the Bystander, exit strategies and promoting peaceful conflict resolution

## 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	Fair Discipline Code, Anti-Racism policy training, student behaviour management plan and Values Education
Term 2	Choice theory, Above the line thinking, Complex Trauma
Term 3	Respectful relationships – communication, teamwork and trust building
Term 4	Fair Discipline Code, Evaluation of school behaviour plan

## 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:

- Information is provided in the casual folder/handout when new and casual staff enter duty at school
- All staff receive a policy folder with procedures relating to student behaviour
- All new staff receive support and professional learning about school behaviour management practices and escalation processes – New Staff Induction Program
- An executive staff member speaks to new and casual staff when they enter duty at school
- The principal speaks to new executive staff when they enter duty at the school, as part of their 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 to 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 topic
Term 1	Meet the teacher evening – defining student bullying and school supports, behaviour expectations and 'The Best Me'
Term 2	School website and/or school newsletters – Whole school approach to school behaviour management and being safe online
Term 3	School Website and/or school newsletters – RU OK day?
Term 4	School Website and/or school newsletters - Empowering the Bystander, exit strategies and promoting peaceful conflict resolution
Ongoing	Parenting courses through the Community hub

## 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:

- 'The Best Me' initiative - Comes to school every day, cares, never gives up
- 'Backflips Against Bullying' incursion
- Stage 3 Wellbeing Day - Beautiful Minds Workshops
- Whole School Wellbeing days - Once a term
- Classroom reward systems and behaviour management practices
- Whole School reward systems and behaviour management
- Recess and lunch social skills groups
- Wellness and Wool social skills group
- Kidconnekt Wellbeing room
- Restorative circles
- Value of the Month lessons and awards
- Behaviour tokens and weekly prizes
- Dale Palmer student and parent workshops - Every Step Counts (Respectful Relationships Program)
- High Achievement Assembly - including citizenship awards

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	Date:30 June 2023
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	Date:30 June 2023