



Antibullying Plan 2023

Blue Haven 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. Please refer to Blue Haven Public School Anti-Bullying plan on page 3.

Bullying is most commonly defined as an action that; involves repeated actions, is intended to cause distress or harm and is grounded in an imbalance of power (Ministerial Council for Education, Early Childhood Development and Youth Affairs 2011; Olweus 1993; Smith 2005). Bullying is repeated verbal, physical, social or psychological behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons. Cyber bullying refers to bullying through information and communication technologies. Bullying can involve humiliation, domination, intimidation, victimisation and other forms of harassment including that based on sex, race, disability, homosexuality or transgender. Bullying of any form or for any reason can have long term effects on those including bystanders. Conflict or fights between equals or single incidents are not defined as bullying.

Preventing and responding to bullying behaviour in learning and working environments is a shared responsibility of all staff, students, parents, caregivers and members of the wider school community. Bullying complaints will be taken seriously and responded to sensitively at our school. Students who may be experiencing bullying behaviour, or students who have witnessed bullying behaviour, are encouraged to report their concerns to school staff as soon as possible.

Our ability to effectively reduce and eliminate bullying behaviour is greatly affected by students and/or parents and carers reporting concerning behaviour as soon as possible, so that the responses implemented by Blue Haven Public School are timely and appropriate in the circumstances. We encourage students to speak to their classroom teacher. However, students are welcome to discuss their concerns with any trusted member of staff.

At Blue Haven Public School we will actively promote a whole-school approach to anti-bullying that includes our key preventative educational programs and responsive supports as identified below:

- Blue Haven Public School will not tolerate or condone bullying
- All students and staff have the right to feel and be safe in the school grounds and while travelling to and from school
- Victims of bullying and witnesses to bullying are encouraged to report the incident
- All reports of bullying will be taken seriously and investigated
- The school will deliver a suitable educational program for the prevention of bullying
- All members of the school community have a responsibility to model and promote positive relationships that respect and accept individual differences and diversity

Preventative Anti-Bullying Educational Programs

Evidence indicates that successful anti-bullying interventions:

- Take a holistic, whole-school approach
- Include educational content that supports students to develop social and emotional competencies, and learn appropriate ways to respond to bullying behaviours
- Provide support and professional development to teachers and other school staff on how best to maintain a positive school climate
- Ensure systematic program implementation and evaluation
- Emphasise the critical importance of being an up-stander in bullying situations

Responsive Anti-Bullying Supports

The National Safe Schools Framework (NSSF) identifies critical points that school anti-bullying policies should address including the need for clear procedures that enable staff, parents, carers and students to report confidentially any incidents or situations. Blue Haven Public School will utilise the following points when an incident of bullying has been reported:

- Speak to the parents of the students involved
- Speak to the teachers of the students involved
- Take detailed notes of all discussions and document for future reference and support
- Obtain written statements from all or any of the above, if possible
- Investigations will be completed as quickly as possible to allow for the behaviours to be addressed in a timely manner
- Once information has been collected a number of factors will be considered to determine the most appropriate response to the behaviour in consultation with the school Behaviour Support and Management Plan
- Facilitate a restorative meeting between the parties involved, if possible
- Continue ongoing monitoring and check-in practices for students

Wider Community Links

Parents or carers who develop concerns that their child is involved in, or has witnessed bullying behaviour at Blue Haven Public School should contact your child's class teacher or ask for a meeting with a Deputy Principal. We encourage parents and carers to support their children by:

- Listening calmly and get the full story
- Reassure your child
- Encourage your child to report the incident to their class teacher or trusted teacher at the school
- Work collaboratively with the school to resolve the incident

Other helpful resources external from school include:

Bullying No Way! <https://bullyingnoway.gov.au/>

Kids Helpline <https://kidshelpline.com.au/>

Australian Government Office of the eSafety Commissioner <https://www.esafety.gov.au/>

ANTI-BULLYING PLAN 2023

Blue Haven 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.

Blue Haven 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	Behaviour code for students, setting clear school and class expectations
Term 1	National Day of action against Bullying and Violence
Term 3	Antibullying focused incursion
Term 1 - 4	PBL and SEL programs implemented across the school based on need and celebrated at assemblies

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	Staff Induction program, including strong supports for wellbeing procedures and expectations
Term 2	Professional Learning and Development on the Care Continuum and universal preventions
Term 1-4	Regular professional development based on specific wellbeing data collected across the school
Term 1-4	Staff wellbeing session termly

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.

The principal or an executive outlines school procedures to new staff when they enter on duty at the school, as part of the induction process. -New staff are given our school handbook, which includes relevant information regarding student wellbeing. -Casual staff are provided with a casual folder, outlining class and individual students' needs. These folders also include PBL and class expectations as well as our school behaviour matrix to refer to when managing behaviour. It includes our Antbullying Policy. -Casual staff have an organisation sheet outlining their day and includes executive details, their duty and school expectations. Each casual teacher is also provided a Feedback sheet that ensures all behaviours can be followed up accordingly.

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 topic
Term 1	Parent information shared via the newsletter, including the NSW Anti-bullying website
Term 2	School website, school Facebook and/or school newsletter - What is Bullying?
Term 3	School website, school Facebook and/or school newsletter - Bystander/Upstander behaviour
Term 4	Kindergarten Orientation / Parent Information Sessions - sharing strategies with new parents for 2024

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.

PBL initiatives - Rewards Systems, Donny, Zones of Regulation, Supported Play, Planning Room, Quiet Space
Student Parliament - to increase student voice
Aboriginal Education Team - to develop our Aboriginal student's sense of identity
Learning Support Team - to provide support for staff, parents and students to effectively access the curriculum
School Counsellor - to support the wellbeing of staff and students
Community Partnership Worker - assisting with additional community links and supports
Identified staff members are ARCO trained to resolve racially motivated issues
OT and Speech services based in school to support students with various programs
Police Youth Liaison Officer visits as identified need arises
Social Skills Development Groups offered across various areas including Seasons for Growth
Wellbeing Data gathered from Rumble's Quest and Sentral Wellbeing data analysis to determine areas of focus

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