

ANTI-BULLYING PLAN 2023

Fairfield Heights 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 Heights' 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
February Term 1	School Discipline Code communicated to students and classroom behaviour plans established.
Terms 1-4	The safe, responsible and ethical use of ICT underpins the use of technology in classrooms together with the use of social media applications.
Terms 1-4	SRC K-6 Values Program - Respect, Cooperation, Understanding, Responsibility, Honesty and Kindness - supporting students in accepting responsibility for their own behaviour.
July Term 3	Implementation of Peer Support fostering positive relationships thereby establishing a culture of respect and acceptance.
Terms 1-4	Daily morning assemblies identify and acknowledge exemplary citizenship behaviour.

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
February Term 1	Develop a shared understanding of bullying behaviour.
February Term 1	Develop an understanding of Departmental policies, procedures and priorities.
June Term 2	Identify a purpose for Anti-bullying Policy and context within Student Wellbeing.
June Term 2	Review school's Anti-bullying Policy.
Term 2	Cyber Bullying awareness-raising for staff with Police Youth Liaison Officer.
June Term 2	Executive review updated policy based on feedback provided by staff.
August Term 3	Policy updated and published.

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.

- Induction process for new staff members including: School Discipline Code, Student Welfare Programs including the school's core values program, Classroom Behaviour Management Plan and the role of the Learning Support Team.
- Beginning Teachers Induction Program Terms 1-4 – Focus on Standard 4 "Create and maintain supportive and safe learning environment.
- Clear directions for response to reported cases of Bullying communicated to **all** staff members including:
 - Victims are believed and made safe.
 - Principles of natural justice and due process are followed.
 - Restorative practices are implemented.
 - School Counsellor intervention is considered.
 - The situation is monitored by the Learning Support Team.
 - Parents and school staff work together to address and resolve issues.
- School Discipline Code displayed in all classrooms.
- Grade supervisors liaise with Casual Teachers on a daily basis ensuring the continued wellbeing of students.

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
Terms 1-4	Cyber Bullying workshops for parents and Stage 2 and Stage 3 students.
March Term 1	K-2 and 3-6 parent morning teas including aspects of student wellbeing at FHPS.
Terms 1-4	Regular school newsletters communicating the School Discipline Code, Core Values Program and Peer Support Program.
Terms 1-4	FHPS school website supports families by providing links to DoE Policy documents in relation to Anti-Bullying and FHPS initiatives supporting student wellbeing. Website updated.
Terms 1-4	Parent feedback from Tell Them From Me Survey used to inform best practice.
Terms 1-4	Parents invited to participate in Gold Banner Assemblies, Presentation Assemblies and Sports Assemblies recognizing student achievement and citizenship.

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.

- Implementation of Peer Support K-6 2023 "Anti-Bullying" in Term 3.
- APEEL Social Skills Program embedded into Kindergarten classroom programs.
- Use of STARTTS Counselling Program for Refugee students K-6.
- Digital citizenship initiatives embedded in FHPS ICT Capabilities Scope and Sequence K-6.
- Personalised Learning Pathways for Aboriginal students.
- Personalised Behaviour Plans.
- Implementing the SRC Values program as a whole school approach to wellbeing that is reinforced on a daily basis through classroom and playground initiatives supporting the values of cooperation, kindness, honesty, responsibility, respect and understanding.
- Participation in Life Education.

