

ANTI-BULLYING PLAN

2024

Mayfield West Demonstration 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.

Additional resources

<https://bullyingnoway.gov.au/>

Mayfield West Demonstration 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. All 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 addressed through a shared culture and vocabulary of expectations, stage assemblies
Term 3	National Day of Action against Bullying and Violence
Termly	Explicit teaching of school expectations (Accountable, Respectful, Engaged) using positive behaviour videos
Daily	End of play assemblies, Reinforce positive behaviours

Yearly	Healthy Harold visit with sessions running on anti-bullying and cyber safety
As Required	Harmony Day, NAIDOC Week, Reconciliation Week, Navigating Cyber issues, revisit student code of conduct

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
Term1	Behaviour code for students, Delivery of anti-bullying units, National Day of Action against Bullying and Violence
Term1	ARE Values, Traffic Lights and staff meeting focusing on school processes and resources
Weekly	School- wide expectations and issue tracking to monitor wellbeing and behaviour incidents on Sentral, stage meetings discussing student wellbeing and behaviour, Learning and Support team meeting
As needed	Functional behaviour and teaching pro-social skills PL, communications with parents and carers around student wellbeing concerns

1.3 New and casual staff and pre-service teachers

New and casual staff and pre-service teachers will be informed about our school's approaches and strategies to prevent and respond to student bullying behaviours in the following ways.

Casual staff: Executive staff induct casual teachers. Staff are advised as to behavioural expectations, resources, referral lines and procedures. An emphasis is placed on immediate referral to executive for any behaviour which may form part of a pattern of bullying.

New staff: Are inducted by the executive team to understand the school's systems, data and processes that promote positive behaviour including responding to and supporting those involved in bullying incidents.

Pre-service teachers: Are inducted by the executive team to understand the school's systems and processes that promote positive behaviour including responding to and supporting those involved in bullying incidents. Pre-service teachers are to inform supervising teachers of any incidents.

Summary

An executive staff member speaks to new and casual staff and pre-service teachers when they enter on duty at the school.

There is an induction in our ARE values and resources and how to use them. Explanations as part of induction in incident management for class and playground.

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 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	Behaviour Code for students in newsletter, SeeSaw, Safe at School's campaign, Parent/teacher/student conferences allowing parents to discuss student wellbeing concerns
Ongoing	Website for anti-bullying plan and support links
As required	Seesaw communication app to provide targeted information as required
As required	Meetings to support students involved or those concerned

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.

Accountable, Respectful and Engaged values videos
Traffic Lights K-6
Smiling Minds
MayWest Mob Cultural supports
Learning and Support Teams
School Chaplaincy
School Counselling Service
Tiered intervention for students

Completed by: Dean Morrison

Position: Assistant Principal

Signature: *D Morrison* Date: 27th January 2024

Principal name: Matthew Bradley

Signature: *M Bradley* Date: 27th January 2024