

# ANTI-BULLYING PLAN 2025

## Bowral 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.

### Bowral 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 School 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	<p>Teach school-wide behaviour expectations and supports through the 'Positive Behaviour for Learning' program.' Bullying strategies are discussed in class. Bullying, No Way! Website is also accessed for resources.</p> <p>School participates in the Anti-Bullying Day of Action and Harmony Day celebrations.</p> <p>The school's Anti-Bullying Plan is reviewed and placed on the school website.</p> <p>Prevention and Response Policy for parents/carers is reviewed and uploaded on the school website.</p>
Term 2	<p>Reinforce whole school wellbeing initiatives at weekly stage assemblies and in school newsletters.</p>

Term 3	Teach and reinforce respectful relationships. Revisit 'Behaviour Code for Students'. Reinforce whole school wellbeing initiatives at weekly stage assemblies and in school newsletters.
Term 4	End of year celebration and recognition of students for following school-wide expectations. Reinforce whole school wellbeing initiatives at weekly stage assemblies and in school newsletters.

## 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	Differentiated PL provided to staff on the effective delivery of the 'PBL' program and playground expectations. 'Focus of the Fortnight' reinforcing school expectations and core values after the analysis of School Bytes. Strategic excellence plan meetings include discussion of PBL and wellbeing practices.
Term 2	Whole staff PL on department policies, bully prevention, and response plans. 'Focus of the Fortnight' reinforcing school expectations and core values. Strategic excellence plan meetings include discussion of PBL and wellbeing practices.
	Whole staff PL on social-emotional learning. 'Focus of the Fortnight' reinforcing school expectations and core values. Strategic excellence plan meetings include discussion of PBL and wellbeing practices.
Term 4	Review Anti-bullying policy and procedures. 'Focus of the Fortnight' reinforcing school expectations and core values. Strategic excellence plan meetings include discussion of PBL and wellbeing practices.

## 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.

- Each class has a blue folder for casual teachers which contains information on whole school wellbeing systems, including anti-bullying strategies. This is provided to the teacher when entering on duty.
- An executive staff member or the School Administration Manager provides an orientation to new and casual staff when they enter on duty at the school.
- The principal or DP speaks to new executive staff when they enter on duty at the school, as part of the 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 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	Communication to the P&C about the school's Wellbeing and Anti-Bullying processes. Our school's participation in the National Day of Action against bullying is communicated to parents.
Term 2	There is a twice termly Wellbeing update in the newsletter to raise awareness with parents of our initiatives.
Term 3	Regular updates are provided on our website, Facebook page and school newsletter.
Term 4	Continue regular updates on website, Facebook and through our school newsletter.

## 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.

- A school-wide approach to student wellbeing, underpinned by the Wellbeing Framework for Schools.
- All students are explicitly taught the school-wide expectations through the Bowral Public School Positive Behaviour for Learning program.
- Clear and consistent approach to acknowledging positive behaviour through the possum award and school merit system.
- Clear and consistent approach to managing misbehaviour which includes support and parent communication.

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Date: 19/02/25

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