

Halinda School Anti-Bullying Plan

This plan outlines the processes for preventing and responding to student bullying in our school and reflects the *Bullying: Preventing and Responding to Student Bullying in Schools Policy*

New South Wales Department of Education.

Statement of purpose

Halinda School recognises bullying within the community as persistent targeting by students of peers through verbal or physical behaviours and social media posts that cause stress or harm socially, emotionally or physically. In these situations, there is a misuse of power.

The school aims to develop a culture of mutual respect and value for the dignity, respect and safety of all school / community members.

The right to a safe and harmonious learning environment is promoted on a daily basis through staff modelling, and articulation of student rights and behaviour expectations through our Positive Behaviour for Learning program.

Responsibility for the welfare of students is a school/community concern. The school, in collaboration with parents fosters a positive culture that nurtures and develops a dynamic learning ground where healthy social relationships within the school are established. Effective, fair and sustainable strategies are in place to deal with incidents of bullying should they arise.

Daily referrals for behaviour and engagement provides early intervention through engineering of environments, allocation of high levels of supervision to enact positive behaviour plans that are shared with all staff.

The school facilitates:

- Harmonious playground programs involving cooperative team games, music and basketball activities are implemented to teach positive socially appropriate student interaction.
- Explicit teaching of social rules and behaviours through our PBL and PAX Behaviour Programs
- Structured programs that promote the development of positive social relationships and protective behaviours, inclusive of positive strategies for seeking support and assertively dealing with bullying and unwanted attention from others.

The school views persistent bullying as serious and recognises that bullying can have significant and lasting effects on those involved.

Preventing and responding to bullying behaviour is a shared responsibility for school staff and parents. Staff will:

- Consistently provide high level of social support and positive feedback for academic and social performance.
- Model respectful interactions with students and colleagues.
- Facilitate the school Behaviour Code, in a consistent and positive fashion.
- Facilitate the documented curriculum based Social and Emotional Learning programs with appropriate accommodations to ensure inclusion of all students.
- Respond sensitively and promptly through our learning support team processes when persistent bullying behaviour is identified.

Students will:

- Follow the behaviour and social expectations that are explicitly set out in the school PBL program.
- Challenge, by assertively rejecting behaviour that is unwanted or abusive

Respect differences in peers and teachers in terms of size, ethnicity and gender

The school implements the following strategies to foster a positive, inclusive culture to minimise bullying
Promote the school Behaviour Code at our student led assemblies and commitment to our school pledge every morning.

This Code is Broken down into observable behaviours for kindergarten and students who have emergent language

I swear to:

Be safe
Work hard
Do my best
Help others
Be respectful

Promote the principles of Restorative Practice for both students and teachers to maintain healthy attitudes and behaviours ,

Utilise play based programs in early education and primary sectors to facilitate positive play and interaction skills where respect, sharing and valuing peers as co learners in fostered.

Utilising peer support strategies and cooperative learning strategies to foster, support, and helping others,

.Teach Students to assertively address inappropriate social behaviours through our NO,GO,Tell strategy, explicitly taught in our Social/emotion learning program. As part of this strategy students are linked to school contact personnel with whom they can discuss matters of concern.

Our PBL program runs a daily behaviour and engagement incident referral system. This is reviewed daily and discussed at welfare meetings to highlight any emergent behaviours and /or bullying behaviour concerns and address issues proactively.

Students at risk will be managed through the school's learning support team and will have individual behaviour management plans that are reviewed through daily data.

Response to Parents

- Respond sensitively and quickly to any concerns or reports
- Maintain effective communication with parents via telephone or letter contact.
- Raise issues at welfare for whole school perspective
- Collaborate at the Learning and Support Team levels for comprehensive analysis and planning of remedial and repair strategies.
- Director Education Learning and Safety and Security notified if situation is serious
- School counselor support for students who require ongoing support and encouragement
- Advice from Child Well Being Unit if warranted

Parent support and contact

- Parents are promptly consulted if emergent patterns of behaviour are identified
 - Parent reporting of concerns and complaints are handled immediately with offers of meetings to discuss issues; availability of departmental staff to work with the school in exploring and answering their complaints and concerns.
 - Parents will be invited to attend the learning support meetings for their child and will be provided with updates at a time frame collaboratively decided by the parent.
 - Provided with concise information to explain departmental appeal procedures and provide information about the Complaints Handling Policy to parents
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- The school takes daily data on behaviour incidents. This is analysed and presented to welfare meetings where all staff attend.
 - Emergent behaviour trends are identified and explored through functional behaviour analysis.
 - Complex care wrap around planning with parents and teams within the school and our District Learning and Engagement Team will be facilitated if required. .
- How our school will make the Anti Bullying Plan available to the school community via:
- The School Behaviour Management Plan Practices including the anti bullying plan, are on our school website
 - School Developed brochures and fact sheets will be emailed to parents and on display in the school; foyer :
 - National Disability Standards in Education: Your rights –complaints advice (2005) will be available in our school foyer .

Principal's comment

This plan has been developed from consultations with parents and staff and evidence based research.

Additional Information

A parent fact sheet and Fact sheet for parents of students with a disability Has been included in the parent brochure.