

Lynwood Park Public School

Anti-bullying Plan 2019

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 all 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 involved including bystanders.

Conflict or fights between equals or single incidents are not defined as bullying.

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.

Lynwood Park 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.

Our aim is that no student, employee, parent, caregiver or community member should experience bullying within the learning or working environments of the Department.

1.0 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 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	Explicit school wide lessons on social and emotional wellbeing.
Term 2	Whole school lessons focusing on our School Expectations and areas of need based on data evidence (PBL).
Term 3	Whole school lessons focusing on our School Expectations and areas of need based on data evidence (PBL).
Term 4	Whole school lessons focusing on our School Expectations and areas of need based on data evidence (PBL). Presentation by Police Liaison Officer on Cyber Safety - avoiding online bullying and peer pressure.

Intermittent:

- Provision of visiting shows which support anti-bullying messages.
- Values education lessons taught K-6 through the value of the month.
- Anti-bullying lessons incorporated in the personal development units of work in PDHPE for all students K-6.
- Specific lessons presented in social skills and student welfare groups targeting students with specific needs.

In the case of incidents involving assaults, threats, intimidation or harassment of a serious nature the Principal will contact the local police, School Safety Directorate and Nirimba Educational Office as required.

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 learning and discourage, prevent, identify and respond effectively to student behaviour.

Dates	Communication topics and Professional learning
Weekly	Staff meetings and/or whole school staff training.
Fortnightly	Stage communication meetings.
Monthly	Positive Behaviour for Learning team meet to assess data and develop strategies.

Intermittent:

- SDD and PL eg. Growth Mindset, Bucket Filling, wellbeing updates/special needs and/or policy updates.
- Staff attending Anti-bullying conferences or workshops.
- Staff attending PBL based training and workshops to maintain PBL ethos.

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.

All new and casual staff are provided with a detailed explanation of whole school procedures and protocols to support the school's Anti Bullying and Student Welfare programs.

- a stage representative speaks to new and casual staff when they enter on duty at the school.
- new and casual staff are provided with a 'casual folder' highlighting the school's expectations, class roll, emergency procedures, notification of students with medical or special needs and the schools daily routine.
- the Principal speaks to new executive staff when they enter on duty at the school, as part of the induction process.
- lesson plans and strategies are provided for new and casual teachers to support whole school implementation of weekly Positive Behaviour for Learning lessons.

2.0 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:

- NSW Anti-bullying website link
- Student wellbeing - compulsory school attendance policy and information links

Should an incident of alleged bullying occur and a resolution cannot be reached, parents will be directed to utilise the Department's Complaints Handling Policy which can be found on the DOE website at

www.det.nsw.edu.au/complaints/

Where a student's wellbeing is of concern, the Principal will apply the Mandatory Reporter guide to the situation and implement the required actions. This may include notifying the Child Wellbeing Unit or the Department of Family and Community Services.

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 topics
Term 1	Kinder Orientation clearly defines the school's expectations and programs to all new parents
Term 1	Meet the teacher evening Parent teacher interviews
Monthly	P & C meetings School Newsletter School Website

Ongoing:

- During enrolment of new students, the Principal provides parents and students (where appropriate) with comprehensive information relating to PBL and the school's Anti-Bullying policy.
- Parents are contacted by classroom teachers regarding students needing support in their behaviour choices as the need arises.
- Parents are contacted to implement and monitor behaviour modification plans including those from counsellor and school support interventions.
- Parents are encouraged to contact the school if they become aware of a problem through regular classroom and newsletter communication.
- Parents are contacted if students at risk engage in bullying behaviour or are identified as experiencing bullying. They are referred to the school's learning support team for further action and support.
- Parents are informed of the actions taken by the school in regards to bullying incidents within the bounds of privacy legislation.

3.0 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 embeds student wellbeing and positive behaviour approaches and strategies in practices include the following:

At Lynwood Park PS we believe all students have the right to feel safe and to be respected as unique human beings. Lynwood Park Public School is proactive in its approach to building a happy, safe and friendly climate where all students, staff and parents work towards the common goal of learning and tolerance in a safe environment. Our school is a 'Positive Behaviour for Learning' school, where the expectations are clearly stated and consequences clearly defined.

- Students are encouraged to report bullying incidents involving themselves and others.
- Students are taught the 'No. Go. Tell' strategy when dealing with unwanted actions by others.
- Students are recognised and rewarded for positive behaviours.
- Teachers regularly remind students to report bullying incidents - reporting is not **dobbing**.
- Teachers act promptly when bullying is reported and provide feedback to students, parents and caregivers.

The school's Anti-bullying Plan will be evaluated as part of the school's self-evaluation process through the use of observation, surveys and behaviour data collected. This will be reported on each year in the school's Annual School Report.

Lynwood Park Public School will review this Anti-bullying plan every three years. The school will review school data on the number of reported incidences of bullying over regular time periods, the success or failure of interventions and the results of student, parent and staff surveys in relation to bullying.

Additional Information

The following services are available to assist individuals:

Police Youth Liaison Officer - Riverstone Police phone: 9838 2199

Police Youth Liaison Officer - Blacktown Police phone: 9671 9199

Kids Helpline - 1800 551 800

Principal's comment

This Anti-bullying Plan was developed in consultation with the staff, students and community of Lynwood Park Public School and is aligned with the principles of the DoE and the Lynwood Park Public School Student Welfare Policy.

Leigh Bade - Principal

Lynwood Park PS PBL Team:

Meagan Thompson - Leader of PBL Team, Assistant Principal

Leigh Bade - Principal

Pablo Gonzalez

Jess Brady

Jodie Cowan

Rachel Osborne

Tracy Stewart

Krystle MacLaren

School contact information:

Lynwood Park Public School

87 Turner Street

Blacktown 2148

Phone: 9622 2659

Fax: 9831 6727

Email: lynwoodpk-p.school@det.nsw.edu.au

Web: www.lynwoodpk-p.schools.nsw.edu.au

Completed by: Pablo Gonzalez

Position: Relieving Assistant Principal

Signature: *Pablo Gonzalez*

Principal Name: Leigh Bade

Signature: *Leigh Bade*
