

NSW Department of Education

Richmond Public School

Anti-Bullying Plan 2023

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 carer's, 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.

Richmond 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 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 I	Behaviour code for students
Term I – 4	PBL Behaviour Expectations are discussed - Weekly Topics/ Matrix / Reward System

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	PBL at Richmond Public School
Term 2	Dealing with Racism/ Positive Relationships / Friendly Families, Friendly Schools Program
Term 3	Strategies in Dealing with Bullying / What is Bullying?

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.

In the event the school has permanent /temporary casuals or day-to day casuals the following will occur to ensure staff are well informed regarding the anti-bullying procedures at Richmond Public School:

- information will be provided in a handout to staff when they enter on duty at the school which is found in the Casual Folders
- an executive staff member speaks to new and casual staff when they enter on duty at the school.
- the principal 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, 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 links are published on our school's website.

- 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 topics
Term 1	Parent meeting i.e P&C, parent/teacher night – Defining student bullying and school supports
Term 1	The school's PBL process, both Reward and Reflection are published in the school's Newsletter
Term 3	The school's PBL process, both Reward and Reflection are published in the school's Newsletter
Term 4	Creation of an on-line tutorial for parents/carers/visitors on PBL at Richmond Public School

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:

- Friendly Schools / Friendly Family Program.
- The teaching of the Behaviour Expectations through discussion and modelling.
- Individual class reward systems to encourage positive behaviour.

Gary Ruzgas

Principal

Richmond Public School