John Purchase Public School
Anti-bullying Plan 2020

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.

John Purchase 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.

The leadership team and staff at John Purchase Public School:

- value quality relationships;
- model empathy and respectful relationships;
- value student voice and utilise collaborative problem solving;
- view inappropriate behaviours as opportunities for learning;
- apply procedural fairness;
- recognise the importance of repairing damaged relationships;
- separate the 'deed' from the 'doer';
- use active listening and positive language and tone;
- avoid scolding, judging, lecturing or blaming;
- foster self-awareness in the student; and
- implement consequences that are proportional and fair.

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 K-6
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
T 1 Mondays	JPPS School expectations - Respect Responsibility & Aspire - specific topics as per PBEL matrix
T 2 Mondays	JPPS School expectations - Respect Responsibility & Aspire - specific topics as per PBEL matrix
T 3 Mondays	JPPS School expectations - Respect Responsibility & Aspire - specific topics as per PBEL matrix
T 4 Mondays	JPPS School expectations - Respect Responsibility & Aspire - specific topics as per PBEL matrix

Additionally, the specific topics are reinforced in the school newsletter.

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	Induction to new staff members - PBEL and restorative practices
Every term	Analysis of behavioural data with executive and whole staff
Term 1	Explicit teaching of 'Friendly Schools Plus' programmed lessons for every class K-6
Every term	Use of restorative practices to ensure sustainable anti-bullying school community

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.

Explicit induction for new teachers by a member of the leadership team. This induction process includes provision and explanation of:
- written documentation of school routines and effective classroom management;
- a copy of JPPS school expectations which are highly visible in every classroom and displayed in key areas across the school;
- strategies to implement restorative practices to prevent and respond to any bullying behaviours, including cyberbullying; and
- steps to manage and report incidents of concerning behaviour.

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 topics
Term 1	Parent/teacher night - Defining student bullying and school supports e.g. through Friendly Schools
Terms 1 - 4	School website - JPPS Anti-bullying Plan, NSW Anti-bullying website link, Behaviour Code for Students
Terms 1 - 4	School newsletter - Friendly Schools Plus - specific anti-bullying topics (including cyberbullying)
Term 1 and 3	New Students and Parents Masterclasses induction to the school - defining student bullying and school supports
Term 4	Kindergarten students' orientation to the school - defining student bullying and school supports

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.

- JPPS class, school, playground and extra-curricular expectations are explicitly taught K-6.
- The Restorative Practices Framework used at JPPS helps to strengthen student's capacity to develop positive social relationships.
- Students and staff understand what bullying is and report incidents in a timely manner.
- Students participate in anti-bullying lessons from the 'Friendly Schools Plus' program.
- Students follow the terms of the JPPS Digital Devices Acceptable Usage Agreement, signed at the beginning of each school year:
- Staff model respectful relationships and hold high expectations for all students to behave appropriately; respecting individual differences and diversity, in recognition of the school's Wellbeing Policy.

Completed by   Mrs Adela King (Deputy Principal) and Mrs Leonie Cole (Learning and Support Teacher)

Date: January 2020

Principal name: Mrs Leonie Black

Date: January 2020