

EDGEWORTH PUBLIC SCHOOL

ANTI-BULLYING PLAN



1. Purpose

This policy aims to foster a safe and supportive learning environment for all students. The policy outlines the standards of behaviour expected within our school community, emphasising respect, integrity, and excellence. By defining clear guidelines on recognising, preventing, and addressing bullying, this policy aims to safeguard the well-being of every student and promote positive interactions and a culture of kindness. It is designed to ensure that students, staff, and parents are informed and supported to take a proactive stance against bullying in all its forms.

2. Scope

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.

3. Our school's approach

Edgeworth Public School rejects all forms of bullying behaviour, 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.

3.1 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.

3.2 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.

- teaching and embedding our school values of Respect, Integrity and Excellence through Inclusion
- annual Peer Support Program; aimed at building positive relationships between our junior and senior students as well as helping to develop a sense of belonging
- pairing stage 3 students with Kindergarten students as buddies for older students to serve as positive role models and provide support and guidance.
- providing students with peer and staff mentors.

3.3 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. The following modes will be utilised to facilitate these discussions:

Dates	Communication Topics
Ongoing	Edgy Expects Fortnightly Focus
Term 3 (annually)	Peer Support Program
Ongoing	e-Safety Lessons - Classroom Resources https://www.esafety.gov.au/educators/classroom-resources
Annually (March)	Bullying No Way Day

3.4 Staff 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
Annually	MyPL e-Learning - Mandatory Child Protection Training
Ongoing	e-Safety Lessons - Educator Resources https://www.esafety.gov.au/educators/classroom-resources
One-Off Training	CESE Publications: Anti-bullying Interventions in Schools - What Works? https://education.nsw.gov.au/about-us/education-data-and-research/cese/publications/literature-reviews/anti-bullying-interventions-in-schools

3.5 Consequences for bullying behaviour, including cyber-bullying

Bullying behaviour at Edgeworth Public School will not be tolerated, and those engaging in bullying behaviours (including cyber-bullying) will face consequences in line with the NSW Department of Education's Student Behaviour Management and Support Plan. This approach prioritises a restorative justice model, encouraging positive behavioural change through clear guidelines and supportive interventions. However, repeated or severe behaviours of bullying (including cyber-bullying) may warrant more formal disciplinary actions, such as formal cautions of suspension, suspensions or expulsions, as detailed in the NSW DoE's Suspension and Expulsion Procedures. Our school remains committed to ensuring a fair process, balancing the need for accountability with opportunities for students to reflect, learn, and improve.

You can find further information about the NSW Department of Education's Student Behaviour Management and Support Plan, as well as the Suspension and Expulsion Procedures, at the following links:

NSW DoE Student Behaviour Management and Support Plan:

<https://education.nsw.gov.au/policy-library/policyprocedures/pd-2006-0316/pd-2006-0316-06>

NSW DoE Suspension and Expulsion Procedures:

<https://education.nsw.gov.au/policy-library/policyprocedures/pd-2006-0316/pd-2006-0316-06>

4. 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.

5. Communication

5.1 Website

Our school website has information to support families to 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;

- School Anti-Bullying Plan
- NSW Anti-Bullying website
- Behaviour Code for Students

5.2 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
Annually	School Plan evaluated annually and ratified by the P&C
Ongoing	Anti-Bullying messages through our school social pages and newsletters
Responsive	Personal/Individualised information and support will be provided as a response to incidents of Bullying

5.3 Communication with 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.

- information is provided in a handout to staff when they enter on duty at the school
- 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.
- staff review our Anti-Bullying Plan as part of our annual induction process.

6. Complaints

If a student, parent or carer has a complaint under this policy, they should first follow our school's complaint process. If the issue cannot be resolved, please refer to the department's guide for students/parents/carers about making a complaint about our schools.

7. Review

The principal or delegated staff will review this policy annually.

7.1 Review Date

This document was created on 14 June 2024.

Next review date is 14 June 2025.

Created by: Zachary Morton

Signature: 

Date: 14 June 2024

Principal Name: Rebecca Baird

Signature: 

Date: 14 June 2024

Reviewed by:

Signature:

Last review date:

Date	Version Number	Details	Authorised by	P&C Ratified
14/06/2024	1.0	Initial implementation of new plan.	Zachary Morton EPS	Yes 17/06/2024

EDGEWORTH PUBLIC SCHOOL ANTI-BULLYING FLOWCHART



Whole-school approaches to prevent and deal with bullying focus on a supportive, caring, respectful teaching and learning community.

Bullying witnessed by teacher or report of bullying is made by a student or parent/carer.



Teacher/student discussion.
Strategies put into place.



Teacher enters details of incident on School Bytes.

Stage AP/DP monitors via School bytes and/or student check-in.
Strategies put in place e.g. Playground Card



If bullying continues, student is referred to DP/Principal and is issued a Formal Caution to Suspend.

If bullying continues, Suspension issued and referral to counsellor/outside agencies.



Serious bullying incident.

Follow DoE procedures for reporting incidents involving assaults, threats, intimidation and harassment.