

ANTI-BULLYING PLAN

Lansvale Public School is a Positive Behaviour for Learning school that brings together the whole-school community to contribute to developing a positive, safe and supportive learning culture. Underpinning all student wellbeing policies, practices and activities are the school's PROUD rules:

- **Proud**
- **Responsible**
- **Organised**
- **Understanding**
- **Determined**

The PROUD rules aim to create a positive culture of learning interactions. We want students and staff to be proactive in their learning so that they enhance their wellbeing and academic achievement in all school settings.

Bullying is not tolerated in NSW government schools and is not acceptable in any form. 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.

Lansvale 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 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.

There are a combination of preventative or responsive strategies that are utilised by the school. Preventative approaches aim to stop bullying from occurring in the first place, while responsive approaches are the steps taken to resolve the issues after bullying behaviour has occurred.

Preventative Strategies

At Lansvale Public School we have:

- School-wide anti-bullying procedures
- PROUD behaviour expectations
- Professional learning for all staff in anti-bullying procedures
- Positive Behaviour for Learning (PBL) targeted teaching lessons in every classroom
- Data collection including Sentral analysis, student survey and focus groups
- Lansvale Lionhearts - whole school wellbeing program targeting inclusive behaviour
- Assemblies, grade meetings and programs targeting positive behaviour
- Encourage parents and carers to engage with the school
- Clear procedures for reporting incidents
- Specialist staff and programs to support the wellbeing of students
- Effective implementation and evaluation

Responsive Strategies

At Lansvale Public School we:

- respond to incidents of bullying that have been reported to the school quickly and effectively
- provide support to any student, who has been affected by, engaged in or witnessed bullying behaviour
- match a planned combination of interventions to the particular incident of bullying
- identify patterns of bullying and responding to such patterns
- develop and publicise clear procedures for reporting incidents of bullying to the school

- empower the whole school community to recognise and respond appropriately to bullying, harassment and victimisation, and behave as responsible bystanders.
- provide regular updates, within the bounds of the legislation, to parents/caregivers about the management of incidents
- monitor the effectiveness of the Anti-bullying Plan
- report annually to the school community on the effectiveness of the Anti-bullying Plan
- provide support/advice to parents/caregivers when required

School Procedures

Step 1: Report incident of bullying to child's class teacher

- Investigate promptly
- Implement proactive strategies
- Record on Sentral under *Wellbeing*

Step 2: Escalate to supervisor (Assistant Principal) if necessary

- Investigate incident promptly
- Organise parent/carer meeting
- Implement personalised learning and support plan (PLaSP) if required
- Offer counsellor intervention (with parent permission)
- Record on Sentral under *Wellbeing*

Step 3: Escalate to senior executive if necessary

- Investigate incident
- Organise meeting with teacher, supervisor and parent/carer
- Implement personalised learning and support plan (PLaSP) if required
- Daily check ins with student (victim and perpetrator)
- Regular communication and check ins with all stakeholders
- Record on Sentral under *Wellbeing*

Step 4: Escalate to Principal

- Investigate incident
- Organise meeting with teacher, supervisor and parent/carer
- Implement personalised learning and support plan (PLaSP) if required
- Learning and support and external intervention as needed
- Daily check ins with student (victim and perpetrator)
- Regular communication and check ins with all stakeholders
- Record on Sentral under *Wellbeing*

*Determined on a case-by-case scenario

If student bullying persists, consequences will be implemented, consistent with the school's Student Welfare and Discipline Policy under the 'Consequence for Negative Behaviours' section. Ongoing counselling and support from the school will continue. At this stage, support from appropriate external agencies for both the bully and victim should continue if in place, or again be recommended if deemed appropriate.

Consulting, Communicating and Reviewing the Procedures:

This Anti-bullying Plan has been developed in consultation with the Lansvale PS community during a P&C Meeting, and the Student Representative Council 2023. The whole school community is to be regularly reminded of the school's Anti-bullying Plan. This will be done through the school's newsletter for parent/carer community, weekly student stand-up assemblies for students, and staff meetings for all staff. It is important to re-emphasise at this time that students are expected to report if they are being bullied.

The Anti-bullying Plan will be formally reviewed with the school community every three years through surveys and focus group meetings with students, staff and community. Professional learning regarding these procedures will take place every two years or annually when there is a significant change to staff.

Additional Information:

The school's local area for Police is Fairfield Local Area Command (LAC). The school works with and has access to a Police Youth Liaison Officer who is based at this LAC.

The Kids Helpline can be provided to students if additional support is deemed to be required: <https://kidshelpline.com.au> or 1800 55 1800.

Principal's Comment:

This Anti-bullying Plan supports our schools Student Welfare and Discipline Policy, Wellbeing Culture and Core Operating procedures. It has been developed in conjunction with staff, students and community.

The following members of the school community have developed the plan:

Laura Karam	Principal
Mary Chau	R/Deputy Principal
Lyndsey Goulton	Deputy Principal
Brooke Hutchinson	R/Deputy Principal
Melissa Fereday	EAL/D Assistant Principal
Rose Raslan	School as Community Centre
Sanja Mallios	Assistant Principal Curriculum & Instruction
Mai Lu	Assistant Principal Curriculum & Instruction
Fergie Tu	R/Assistant Principal Year 6
Julie Nghe	R/Assistant Principal Year 5
Judy Phan	R/Assistant Principal Year 4
Kristy Pham	R/Assistant Principal Year 3
Jenny Lam	R/Assistant Principal Year 2
Vicky Lee	Assistant Principal Year 1
Lisa Ng	Assistant Principal Kindergarten
P & C	2023
SRC	2023