Mimosa Public School
Anti-bullying Plan 2024

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.

Mimosa 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. Several preventative programs are included in our school's strategic planning to promote positive behaviour and prevent and/or manage bullying situations.

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. The school does not tolerate discrimination or bullying of students in relation to their cultural background, ethnicity, gender, religion, age, disability, illness or medical condition. 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 1	Behaviour Code for Students and school values communicated in class and used as the basis for developing class rules.
Terms 1-4	Positive Behaviour for Learning program - Respect, Responsibility, Resilience and Effort. Tier 1 whole school strategies reinforced in class, through student assemblies and recognition of students following the core values.
Terms 1-4	Second Step focus lessons for the week - Core concepts reinforced at weekly assemblies and in the fortnightly newsletter.
Terms 1-4	SRC feedback on student issues - Student voice fed back to school assemblies following consultation on key areas of concern if they arise.

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	School Development Day - Introduction and familiarisation of the Student Behaviour Policy (including suspension and expulsion procedures).
Term 1	Classroom Management Fundamentals Modules 1-5 - Professional learning for staff.
Term 1	Establishment of Second Step program - Professional learning for staff and timetabling of lessons to occur throughout the year.
Terms 1-2	Re-establishment of the Positive Behaviour for Learning Tier 1 strategies and how they will be reinforced within the school's classrooms and playgrounds. Confirmation of Tier 2 & 3 strategies to manage student behaviour to ensure clear and consistent guidelines.
Terms 1-2	Review of the previous Wellbeing Procedures and development of the School Behaviour Support and Management Plan. Including review and evaluation of the school's procedures for responding to inappropriate and behaviours of concern.
Terms 1-4	The Wellbeing Team informs teachers of new information and resources as required.
Terms 1-4	Introduction of the Got It! program - Emotion Coaching training provided for staff and parents.

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.

- Information is provided in a class information folder to all casual staff when they enter on duty at the school, with an explanation of procedures to follow to manage student behaviour.
- The principal speaks to new executive staff when they enter on duty at the school, as part of the induction process.
- Copy of the School Behaviour Support and Management Plan is provided for all new and existing staff.
- Visual resources to support the school's behaviour management policy and plan are displayed in all classrooms and playground areas.

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. All aspects of our school's approach to managing student behaviour are a result of community consultation processes.

2.1.   Website

Our school website has information to support families in helping 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
Terms 1-4	P & C meetings and School Newsletter • Communication of the Student Behaviour Policy, Behaviour Code for Students and Community Charter. • Parent / community consultation to review and evaluate the school's procedures for responding to inappropriate behaviours and behaviours of concern. • Consultation and presentation of the School Behaviour Support & Management Plan.
Terms 1-4	Wellbeing strategies published in the school newsletter (including Second Step and the Got It! programs).
Term 1	Anti-bullying plan uploaded to website.
Term 1	Communication at Meet the Teacher evenings (K-6) of: • Whole-school procedures and expectations for promoting and reinforcing positive behaviour. • Whole-school procedures for preventing and responding to behaviours of concern.
Term 1	Parent questionnaire (K-2) - Getting on Track in Time (Got It!) Screening questions to identify students who would benefit from small group intervention, or families who are interested in other community-based supports.
Term 2	Parent workshops – Presented by the Got It! team, focusing on Emotion Coaching and managing anxiety.
Term 2 & 4	Kindergarten Transition Program - Communicate with new parents / carers: • Whole-school procedures and expectations used to promote a positive school culture, including how the school addresses bullying behaviour.

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.

- Whole school Positive Behaviour for Learning Tier 1 strategies are taught during Term 1 and revisited throughout the year.
- Learning Support Team- Provide support for managing the wellbeing and behaviour of students.
- School Counsellor- Provides support for students' emotional, social and behavioural needs.
- Second Step Program – Explicitly teaches problem-solving strategies and self-regulation skills.
- Life Education- Teaching students about making good choices and building self-esteem.
- Dancesport Confidence for Stage 3 - Explicitly teaching respectful relationships and interpersonal skills, with anti-bullying concepts included in content.
- Policy- Consequences for managing student behaviour reflect the Department of Education's Student Behaviour Strategy.
- Whole School Participation in the National Day of Action against Bullying and Violence.
- The school responds to substantiated instances of bullying behaviour in accordance with the school's discipline and welfare policy and all relevant NSW Department of Education (DoE) policies and procedures.
- Teachers use effective behaviour management strategies as part of the Positive Behaviour for Learning Policy and develop Individual Behaviour Modification Plans for students who are engaging in 'bullying' behaviours.
- The Wellbeing Team meet every term to ensure the anti-bullying program is effectively integrated.
- Wellbeing and Attendance is a strategic direction for the new Strategic Improvement Plan 2022-2026.

Completed by: Fiona Smith   Position: Deputy Principal

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