Fact sheet
Bullying behaviour and Positive Behaviour for Learning

Positive Behaviour for Learning (PBL)

PBL is a framework which uses a multi-tiered system of support aimed at proactively supporting all students. A number of research studies have demonstrated that bullying behaviour can be decreased through effective PBL implementation. PBL provides a framework to support anti-bullying initiatives by effective use of **data**, ongoing and embedded **professional development** and **coaching** for staff, and **systems** to support adult implementation. Without these key components, no anti-bullying program is likely to be sustainable or effective in the longer term.

Preventing bullying behaviours

Research shows that investing in the following proactive activities leads to improvements in positive school environments:

A schoolwide approach to teaching the social skills needed for success at school.

High rates of positive acknowledgement for academic and social success.

An emphasis on teaching and learning within a positive school and classroom culture.

Engagement of all staff, students, parents and the wider community.

Delivery of quality instruction to maximise academic success for all students.

Multi-year and multi-component approaches to implementation.

Monitoring of student learning and behaviour through continuous active supervision.

Modelling of positive social behaviour and values by adults.

PBL and bully prevention

PBL is based on the premise that all students should have access to the supports needed to prevent the development and continued use of problem behaviours, including bullying. PBL places emphasis on the behaviour rather than the student, therefore labels such as "bully" or "victim" are not used. Rather, the behaviour is described specifically and in relation to the setting in which it occurs (for example, "name calling in the playground before school.")

PBL takes a school-wide approach by teaching adults and students:

- what bullying looks like
- what to do before and when bullying behaviour is seen
- how to teach others what to do
- how to reduce the effectiveness of bullying through establishment of a positive school environment.

Primary and secondary school PBL bullying prevention manuals are available online.

Positive Behaviour for Learning (PBL)

PBL multi-tiered approach to prevention of bullying behaviour

Tier 1

- A safe and supportive school environment is established for all students and staff.

- Staff model respectful and caring relationships and emotional regulation.

- Expected behaviours, social and social-emotional skills are explicitly taught within the curriculum, with multiple opportunities for practice and feedback.

- Responses to problem behaviours are consistent, instructional, respectful, non-punitive and inclusive.

- Academic instruction is differentiated and all students are provided with opportunities to succeed.

- All students are provided with choices which enhance engagement with learning and provide opportunities to regulate emotions.

- Ongoing coaching and professional development is available to all staff.

Tier 2

- Classroom problem-solving teams set up to provide additional support to classroom teachers with prevention strategies and responses to problem behaviours.

- Tier 2 referral system includes process for nominating students with internalising as well as externalising behaviours.

- Daily check-in system and adult mentors to connect students with positive adults and monitor student behaviour and wellbeing.

- Practical Functional Behaviour Assessment process to identify reasons for behaviour and develop behaviour support plans to remove or neutralise triggers, and to teach and reinforce alternative behaviours.

- Small group interventions for building self-esteem, self-regulation etc.

Tier 3

- Interventions (teaching, environmental and individual) which address individual triggers for behaviour.

- Interventions which teach coping, stress management, self-regulation and problem solving strategies.

- Functional Behaviour Assessment and individual behaviour support planning.

- Case management by designated Tier 3 action team.

- Parent/caregiver involvement.

- Community/agency involvement.

Positive Behaviour for Learning (PBL)

When schools implement PBL with fidelity they create a school culture where most bullying behaviour is prevented or quickly and proactively corrected. However, when schools identify that bullying behaviour may be becoming more prevalent, the following process is followed by the PBL school leadership team.
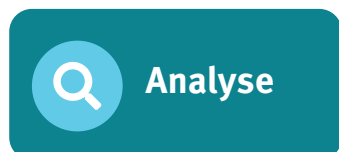
Analyse

Analyse **data** to determine where, when, how many, with who and how often bullying behaviour is occuring
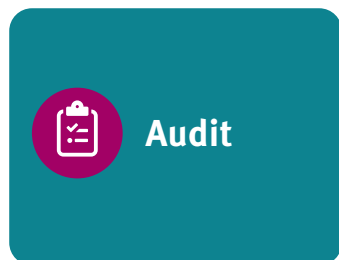
Audit

Audit to ensure that:

- positive school **expectations** are being taught
- high rates of **positive acknowledgement** are in place
- **active supervision** is occurring
- students are **actively engaged** and **academically successful** and challenged

Support

Further support for students not responsive to previous supports

- Underlying purpose of behaviour
- Increased positive attention and monitoring
- Family involvement

Plan
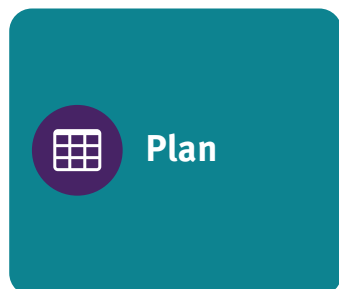
Whole school strategy developed:

- Prevention
- Early intervention
- Remove triggers
- Implementation checks
- Recording and reporting

Monitor

Frequent **monitoring**
Adaptation
Capacity building

Acknowledgment: Sugai, Horner and Algozzine (2011)