

ANTI-BULLYING PLAN - 2023

Newrybar Public School

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.

Newrybar 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.

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

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 1-4 | Behaviour code for students and school based behaviour expectations. |
| 3 rd Friday August Term 3 | National Day of Action against bullying and violence E-safety commission esafetycommissioner |
| Term 2 | VoSS Student Leadership Model. |

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 | Mandatory Training: Code of Conduct |
| Weekly | Staff meetings to review, plan and action student behaviour plans/wellbeing |
| As required | Topics guided by needs of staff and students, for example Headspace, Trauma Informed Leadership, Converge, Be You, School Leadership Institute |
| Term 3 | Empowering Student Voice resources through the Bullying No Way website |
| Term 2 | esafety resources through the esafety commissioner website |

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.

| Dates | Communication topics and Professional learning |
|---------------------|---|
| Term 1- as required | information is provided in to staff when they enter on duty at the school, information is provided in the casual folder to staff when they are first employed at the school |
| As required | an executive staff member speaks to new and casual staff when they enter on duty at the school |
| As required | the principal speaks to new staff when they enter on duty at the school, as part of the induction process. |
| As required | communicate individual student needs as required |

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.

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 topic |
|----------------|---|
| Term 1 | Parent meeting i.e P&C, - Defining student bullying and school supports |
| Twice per term | School newsletter – School Behaviour expectations |
| Term 1 | Shared lunch or Picnic on last day. |

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).

Our school embeds student wellbeing and positive behaviour approaches and strategies, please refer to Behaviour Support and Management Plan.

Completed in consultation with: S Ruskin, K Cartwright, C Melkie, R Leeson, S Carroll

Position: Teachers

Principal name: J Albans

Signature: Judith Albans

Date: 27th March 2023