



ANTI-BULLYING PLAN 2023

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 department's 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.

Niagara Park 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	<p>Whole school assembly focus:</p> <ul style="list-style-type: none"> • introduction of new Student Discipline & Welfare Policy 2023 • introduction of new whole school rewards systems for all students at NPPS • school rules re-visited and discussed <p>Classroom focus:</p> <ul style="list-style-type: none"> • explicitly review School Rules-focus on one per fortnight on a rotational basis • relevant PD/H units of study relating to bullying • Cyberbullying lessons in Technology classes <p>Individual student focus:</p> <ul style="list-style-type: none"> • Student Welfare Worker Program-Second Steps • Kids Hope Australia program mediation • mediation & counselling for identified students
Term 2	<p>Whole school assembly focus:</p> <ul style="list-style-type: none"> • Reminders about expected behaviour and school rules for all students at NPPS • Celebration of students receiving positive rewards

	<p>Classroom focus:</p> <ul style="list-style-type: none"> • explicitly review School Rules-focus on one per fortnight on a rotational basis • relevant PD/H units of study relating to bullying • Cyberbullying lessons in Technology classes <p>Individual student focus:</p> <ul style="list-style-type: none"> • Student Welfare Worker Program-Second Steps • Kids Hope Australia program mediation • mediation & counselling for identified students
Term 3	<p>Whole school assembly focus:</p> <ul style="list-style-type: none"> • Reminders about expected behaviour and school rules for all students at NPPS • Celebration of students receiving positive rewards <p>Classroom focus:</p> <ul style="list-style-type: none"> • explicitly review School Rules-focus on one per fortnight on a rotational basis • relevant PD/H units of study relating to bullying <p>Individual student focus:</p> <ul style="list-style-type: none"> • Student Welfare Worker Program-Second Steps • Kids Hope Australia program mediation • mediation & counselling for identified students
Term 4	<p>Whole school assembly focus:</p> <ul style="list-style-type: none"> • Reminders about expected behaviour and school rules for all students at NPPS • Celebration of students receiving positive rewards <p>Classroom focus:</p> <ul style="list-style-type: none"> • explicitly review School Rules-focus on one per fortnight on a rotational basis • relevant PD/H units of study relating to bullying <p>Individual student focus:</p> <ul style="list-style-type: none"> • Student Welfare Worker Program-Second Steps • Kids Hope Australia program mediation • mediation & counselling for identified students

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	<ul style="list-style-type: none"> • Child Protection Up-date 2023 • Code of Conduct Update 2023 • professional learning on new DoE Behaviour Policy • professional Learning on NPPS Student Discipline & Welfare Policy 2023 • professional learning on new Rewards System • dialogue and de-brief at weekly admin, staff and executive meeting • weekly LST Meetings
Term 2	<ul style="list-style-type: none"> • Collaborative stage-based planning for teaching and resourcing of stage appropriate PD/H and Social Skills Programs, professional dialogue and de-brief at weekly admin, staff and executive meetings, Whole staff PL on consistent whole school behaviour management systems and response to negative behaviours, weekly LST meetings
Term 3	<p>Collaborative stage-based planning for teaching and resourcing of School Rules along with stage appropriate PD/H and Social Skills Programs, whole staff PL & update to NPPS Student Welfare Policy to reflect Inclusive, Engaging & Respectful Schools Policy, professional dialogue and de-brief at weekly admin, staff and executive meetings, whole staff PL -Trauma Informed Practices, weekly LST meetings</p>
Term 4	<p>Collaborative stage-based planning for teaching and resourcing of School Rules along with stage appropriate PD/H and Social Skills Programs, professional dialogue and de-brief at weekly admin, staff and executive meetings</p>

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.

All casual teachers new to the school are inducted and receive the following information:

- Niagara Park PS Handbook including processes for sick bay, attendance, student referral to executive
- orientation to the school and discussion of school processes and procedures with executive
- folder containing student information, including students with identified health, behavioural and social needs, for the class they are taking
- copies of classroom and playground management flowcharts
- copy of the school rules
- information on whole school reward systems
- copy of Student Discipline and Welfare Policy & Anti-bullying Plan
- information on changes to routine for the day
- information on evacuation procedures and safety briefing
- map of the school

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. Check the boxes that apply.

School Anti-bullying Plan 2023 Links to NSW Anti-bullying website Links to 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
Term 1	<ul style="list-style-type: none">• NPPS Website-links to NSW DoE Policy Library• Newsletter-Information to parents-'What is Bullying' & links to anti-bullying websites• information on staff contacts for meetings and to address parental concerns• meet & greet BBQ,• BYOD User Agreement Policy & Guidelines• note to parents outlining teaching focus, including information on lessons/programs to promote positive school culture• Facebook posts• P&C Meetings
Term 2	<ul style="list-style-type: none">• NPPS Website-links to NSW DoE Policy Library• Newsletter-Information to parents - 'Types of Bullying', Learning and Support Referral Processes outlined for students with social, emotional, educational issues and information on Student Welfare Worker programs.• Facebook posts• P&C Meetings

Term 3	<ul style="list-style-type: none"> • NPPS Website-links to NSW DoE Policy Library • Semester 1 Parent Interviews • Newsletter-Information to parents - 'Signs of Bullying', Learning and Support Referral Processes outlined for students with social, emotional, educational issues and information on Student Welfare Worker programs. • Facebook posts <p>P&C Meetings</p>
Term 4	<ul style="list-style-type: none"> • NPPS Website-links to NSW DoE Policy Library • Semester 1 Parent Interviews • Newsletter-Information to parents - 'Responding to Bullying', Learning and Support Referral Processes outlined for students with social, emotional, educational issues and information on Student Welfare Worker programs. • Facebook posts <p>P&C Meetings</p>

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.

Initiatives to support social-emotional wellbeing of students and their families:

- explicitly outlined support structures for students across social/emotional/educational embedded in school practice, as documented in the 'NPPS Wellbeing Framework for Students' based on the 'Connect, Thrive, Succeed Wellbeing Framework for Schools
- Student Welfare Worker Program
- Student Discipline and Welfare Policy & Anti-Bullying Plan
- Learning Support Team
- Kids Hope Australia Program
- targeted staff professional learning in response to identified needs
- evaluation and monitoring of progress in supporting positive school culture as measured against the SEFV2
- teacher reflective practices

Completed by: Vicki Young

Position: Deputy Principal

Signature: *Vicki Young*

Date: 29/01/23

Principal name: Lyndal Coleman

Signature: *Lyndal Coleman*

Date: 29/01/23