

Nambucca Heads Public School

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 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.

Nambucca Heads 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	Behaviour code for students
Term 2	Reporting vs Dobbing
Term 2	Help seeking strategies
Term 2	Digital Citizenship and Safety

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	Positive Behaviour for Learning / Learning Culture Expectations
Term 1	Social and Emotional Lesson Scope and Sequence / Resources
Term 2	Digital Citizenship
Term 3	Child Protection

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.

At NHPS our PBL values and behaviour expectations are explicitly communicated to casual staff via our induction package and casual handover supporting documentation. Universal school wide management strategies and common language are clearly communicated to new and casual staff as part of the induction process.

Additionally, information is provided in a handout to staff when they enter on duty at the school. An executive staff member speaks to new and casual staff when they enter on duty at the school and on the principal speaks to new executive staff when they enter on duty at the school, as part of the induction process.

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 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
Term 3	Newsletter information - Defining student bullying and school supports
Term 3	School website - Bystander behaviour
Term 2	Digital Citizenship and Cyberbullying
Term 3	Raising Children support resources

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.

PBL scope and sequence
SEL scope and sequence
Dedicated wellbeing team that meets weekly
Student-led wellbeing team that meets with the WBT fortnightly and with mentor teachers weekly
Signage and purposefully developed common language
Embedded PBL values and dedicated time in staff meetings to plan for student wellbeing
Explicit communication, reward and consequence systems in place

Completed by: Kate Battiston, Lyndall Lynch, Adrian Herron, Julia White, Leah Miller

Position: Senior Leadership Team

Signature: Kate Battiston  Date: March, 2022

Principal name: Kate Battiston

Signature: Kate Battiston  Date: March, 2022