

ANTI-BULLYING PLAN 2023

Nowra East 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.

Nowra East 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
Month/Term	Behaviour code for students, police talks - bullying/cyberbullying
Daily	PBL promoted at K-2 and 3-6 + support class assembly every morning to continue to build a positive school culture. It involves checking in and acknowledging students showing school values by teachers and students. Values of the school are echoed and reinforced.
Weekly	30 minute PBL lessons consistently presented across the school
Fortnightly	Staged based assemblies where PBL focuses are reinforced
****	Whole school assemblies - Harmony Day

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
Day 1, Term 3	Berry Street Training Day 1
Day 2, Term 3	Berry Street Training Day 2
Term 2 2023	Berry Street Training Day 3
Term 3 2023	Berry Street Training Day 4
Twice a term	Analysis of PBL data. Every 5 weeks. Identified students have social emotional learning goals

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.

- Each classroom has a PBL and casual teaching folder which included school expectations, PBL matrix, information about bullying, response to behaviour process and individual student information.
- Casual teachers on duty have access to staff broadcasts on Sentral.
- Stage Assistant Principals and Deputy Principals support the team in responding to behaviour incidents and anti-bullying. Assistant Principals and Deputy Principals are available in the afternoon in order for teachers to discuss major incidents. Teachers are able to debrief with Assistant Principals after an incident and step out the process regarding follow up processes.
- Executive Team check in with casual staff throughout the day.

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 topic
Ongoing	Anti-bullying published on Facebook and ClassDojo
Term 2	Definitions of bullying, harassment, discrimination and violence (from Bullying No Way!)
Term 3	Positive communication around National Day of Action Against Bullying
Term 4	Bystander/upstander 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.

- Through explicit teaching of expected behaviours in different settings
- Through explicit teaching of how to access help if you or someone you know is being bullied at Nowra East PS
- Through targeted tier 2 and 3 interventions including 'check in, check out' and individual behaviour response plans
- Through PDHPE child protection and safety lessons where students are taught who they can turn to for help and how.

Completed by: Amy Harries

Position: Deputy Principal

Signature: 

Date: 12.12.22

Principal name: Jude Hayman

Signature: 

Date: 12.12. 22