

ANTI-BULLYING PLAN 2023

Neutral Bay 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.

Neutral Bay 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
Monthly	Behaviour code for students
Weekly	Student reminders of the BayWay
Weekly	Bystander to Upstander discussions (promoting positive intervention)
Termly	Principal Award assembly (recognising positive behaviour and achievements)

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
SDD T1	Code of Conduct/Reminder of wellbeing procedures, programs and strategies used to support student wellbeing are clearly communicated to staff at the beginning of each year.
PL T1	Access to websites, programs and professional learning to assist in the explicit teaching of anti-bullying and respectful relationships.
Ongoing	PBL professional learning dialogue
PL T3	Teachers receive professional learning opportunities focused on peer support strategies and techniques.

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.

New and casual staff at Neutral Bay Public School will be informed about the school's approaches and strategies to prevent and respond to student bullying behaviour through various methods:

- They will receive induction booklets containing school wellbeing procedures, school-wide programs, and anti-bullying expectations. Meetings will be held with all new staff to discuss and address this document.
- A specific information sheet for casual teachers will outline anti-bullying expectations and behaviour management techniques to address positive and inappropriate behaviour.
- Posters displaying core school rules and values, as well as promoting positive and restorative practices and anti-bullying approaches, will be prominently displayed in every classroom for both teachers and students to reference.
- The Deputy Principal will personally speak to new and casual staff upon their arrival at Neutral Bay Public School, ensuring they are informed about the school's policies and procedures.
- As part of the induction process, new members of the executive staff will meet with the Principal to ensure clear communication of wellbeing procedures and anti-bullying programs and strategies, promoting consistency across all grades.
- Grade leaders and the Assistant Principal will offer support to new and casual teachers in implementing the school's wellbeing

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
Monthly	Parent meeting i.e P&C, parent/teacher night - Defining student bullying and school supports
Weekly	School website school Facebook and/or school newsletter - Bystander behaviour
Semester 1	Parent information evening

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.

- Classroom teachers explicitly teach and model expected behaviours across different areas of the school.
- House Point system awards "Caught You Being Good" tokens, promoting positive behaviour.
- BayWay stickers are given weekly, contributing to Principal Awards and badges.
- Fortnightly assembly awards recognise Responsible, Respectful, and Personal Best behaviours.
- "Aussie of the Month" program promotes Australian values, with nominations and awards.
- "BounceBack" program teaches social and emotional skills from K to Year 6.
- Year 1 students participate in a dedicated social skills program.

These strategies create a positive and supportive environment, fostering student wellbeing and positive behaviour throughout the school.

Completed by: Su Hill
Position: Deputy Principal

Signature: 

Date: 13.03.2023

Principal name: Judy Goodsell

Signature: 

Date: 13.03.2023