

# ANTI-BULLYING PLAN 2024

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## Nulkaba Public School

Bullying behaviour has three key features:

- It involves the intentional misuse of power in a relationship
- It is ongoing and repeated
- 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.

### Nulkaba 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. All 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
Special Days	National Day of Action Against Bullying and Violence, Annually August - Whole School Activities and assembly.
Ongoing	Assistant Principal dedicated to Whole School Wellbeing practices and initiatives.
Ongoing	PAX Behaviour Game: Safe, Respectful, Active Learners.
Ongoing	Berry Street Education Model - Whole School.

## 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	Update/Review Berry Street Model - ongoing training of staff and leadership team
Term 2	Implementation of Berry Street Model and PBL weekly lessons provided to staff with support from AP
Ongoing	PAX Behaviour Game team meetings, Lesson plans, PL and updates

### 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 staff will be:

- Provided with a copy of Nulkaba Public School Anti-Bullying Plan and briefed on its function and purpose within the whole-school context.
- Trained and supported to adopt consistent school practices to report and monitor incidences of bullying, e.g; flowcharts, School Bytes.
- Participating in whole-school PAX lessons, assemblies and meetings.
- Allocated a supervisor to assist them in the monitoring and prevention of bullying within the school.

Casual staff will be:

- Briefed on whole-school PAX expectations and consequence practices.
- Assisted and supported by school executive staff.
- Furnished with up-to-date casual folders, providing relevant information, that includes the management of individual students.

## 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
Term 1	Start of year parent meetings, P&C meetings, parent/teacher catch up - Defining student bullying and school supports. National Day of Action against Bullying and Violence - Assembly, newsletter, social media
Ongoing	Weekly assemblies, PAX Rewards, newsletter and social media updates
Ongoing	Formal and informal meetings with parents regarding incidents in line with the school's PAX and student behaviour policy and procedures.
Ongoing	When required, the Police Youth Liaison Officer to consult with students upon return to school from suspension.

## 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.

- Rewarding and acknowledging positive behaviours through PAX Behaviour Game.
- Targeting lessons based on triangulated data.
- The incorporation of specific days and events to reinforce anti-bullying ethos, e.g., Harmony Day, National Day of Action.
- The incorporation of a multifaceted and inclusive curriculum and practices.
- The integration of Restorative Practices in Reflection Time sessions.
- Student support initiatives and programs where appropriate, e.g. She Shed, Men's Shed, transition programs and supervised lunch time activities.

Completed by: NPS Wellbeing Committee and AP Wellbeing

Position: Assistant Principal Wellbeing

Principal: Lesley Burley

Date: Jan 2024