



NULKABA PUBLIC SCHOOL

ANTI-BULLYING PLAN 2023

The NSW Department of Education and Nulkaba Public School rejects all forms of bullying. No student, employee, parent, carer or community member should experience bullying within the learning or working environments of Nulkaba Public School.

Schools exist in a society where incidents of bullying behaviour may occur. Preventing and responding to bullying behaviour in learning and working environments is a shared responsibility of all departmental staff, students, parents, carers, and members of the wider community.

Nulkaba Public School's Anti-Bullying Plan will be presented at staff meetings, parent meetings and P & C meetings.

Our school's Anti-Bullying Plan is promoted through the newsletter and our school website.

Statement of Purpose

Nulkaba Public School accepts that students have a right to learn in a safe and happy environment. Bullying should it occur needs to be dealt with swiftly and with due thought to procedural fairness. Bullying and anti-social behaviour is not acceptable at this school under any circumstances

Students, staff, parents and carers, and members of the wider school community have a shared responsibility to:

- Promote positive relationships that respect, protect and accept individual differences and diversity within the whole school community
- Prevent bullying through education to embed anti-bullying messages
- Provide early intervention through monitoring of incidents, identifying students at risk, and
- Actively work together to resolve and respond to incidents of bullying behaviours when they occur.

Protection

Bullying is **repeated** verbal, physical, social and/or psychological behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons.

Cyber bullying refers to bullying through information and communication technologies.

Bullying can involve the humiliation, domination, intimidation, victimisation and all forms of harassment including that based on sex, race, disability, sexual orientation or gender identity. Bullying of any form or for any reason can have long term effects on those involved including bystanders.

Conflicts or fights between equals or single incidents are **not defined** as bullying.



Bullying behaviour can be:

- **Verbal** e.g. name calling, teasing, abuse, putdowns, sarcasm, insults, threats
- **Physical** e.g. hitting, punching, kicking, scratching, tripping, spitting
- **Social** e.g. ignoring, excluding, ostracising, alienating, making inappropriate gestures
- **Psychological** e.g. spreading rumours, dirty looks, hiding or damaging possessions, malicious text and email messages, inappropriate use of camera phones.
- **Cyber bullying** – is an intentional, repeated behaviour by an individual or group to cause distress or undue pressure to others using technology: email, chat rooms, SMS/texting, social networks, games, video clips, phone calls.

Prevention

At Nulkaba Public School we minimise bullying by implementing the following strategies:

- Employment above establishment of an Assistant Principal, Wellbeing and Engagement
- Embedding Anti-bullying lessons in all key learning areas, specifically Peer Support program
- Organise special days and events e.g. National Day of Action against Bullying and Violence, Harmony Day, Reconciliation Day
- Teaching positive bystander behaviour lessons (personal development, health lessons)
- Embedding Aboriginal Education programs and Cultural Awareness Programs
- Teaching Child Protection Program
- Buddy system between classes to encourage positive relations between students across grades.
- Monitoring student behaviour in both classroom and playground settings through Sentral notifications
- Teaching student resilience by modelling and role playing
- Dealing with 'hotspots' in the playground due to monitoring of Sentral notifications
- Visiting performances e.g. Healthy Harold, John Coutis, Cultural Awareness
- Reviewing playground procedures to ensure effectiveness
- Regular Learning Support Team Meeting
- Professional Learning for staff around bullying and cyber bullying
- Provide information from the 'Bullying No Way' website in the newsletter and Seesaw to support families
- Closely monitoring the use of technology and acting upon student or parent reports
- Students in years 3-6 participate in cyber bullying awareness workshop with police liaison officer twice a year
- Students made aware of cyber bullying and its implications during computer lessons or in class
- Students and parents understand and sign a *Safe use of Technology* contract at the beginning of each year
- Contacting the police and School Safety and Response Unit where incidents of cyber bullying include possible criminal behaviour, and
- Developing an understanding of the role of the bystanders.



Early Intervention

At Nulkaba Public School we undertake the following programs when students are experiencing difficulties with social relationships:

- Playground (structured play area) and classroom activities that create happiness are introduced during lunch and recess to enhance and promote positive social skills
- Students who display at risk behaviours are identified and monitored by both classroom and playground teachers, and where possible and School Learning and Support Officer (SLSO)
- Transition programs for Kindergarten and Year 6 to 7
- Learning Support Team, School Counsellor, AP-Wellbeing and Engagement, Itinerant Support Staff, Aboriginal Community Liaison Officer (ACLO), DoE personnel and outside agencies work collaboratively with school staff
- Implementation of risk assessments and behaviour management plans
- Individual conferences with victims, bullies and families as necessary, and
- Friendship group sessions and social stories from Learning Support Team, AP – Wellbeing and Engagement, and School Counsellor

Response

At Nulkaba Public School we undertake the following strategies in response to bullying behaviour:

- Students are to tell a teacher (preferably class or playground teacher) immediately
- Students may also tell School Counsellor, SLSOs
- Teachers proactively intervene to prevent/stop bullying
- Teachers investigate bullying incident with all parties, including bystanders
- Teachers respond with appropriate combination of interventions
- Students who continue to bully will be subject to systemic intervention and support, including counselling, reflection time-in, individual behaviour improvement programs, restorative conferencing and/or suspension
- Students who are bullied are coached on how to deal with bullying and provided with strategies to build resilience and self-esteem
- Monitoring by AP, Wellbeing and Engagement and classroom teacher, and
- Updates and follow-up meetings organised and led by AP, Wellbeing and Engagement and classroom teacher.

At Nulkaba Public School we have clear procedures on reporting incidents or bullying:

- Students and staff are informed of the policies and procedures of the school which includes anti-bullying procedures
- Teachers and SLSOs are trained in anti-bullying procedures
- The teacher records the incident on the school's welfare system SENTRAL as soon as possible or within 24 hours identifying name, time, date and incident details.
- AP-Wellbeing and Engagement reviews all negative incidents that have occurred weekly, and
- Serious incidents are referred to the Stage Assistant Principal/Principal by classroom teacher, parents or students for resolution.

Bullying exists at all levels in our society. Addressing bullying and cyber bullying is a whole school community responsibility.



School staff have a responsibility to:

- Listen to students and be empathetic to reports of possible bullying by respecting and support students
- Model and promote appropriate behaviour, and
- Respond in a timely manner to incidents or bullying according to the school's Anti-Bullying Plan

In addition, teachers have a responsibility to;

- Provide curriculum and pedagogy that support students to develop an understanding of bullying and its impact on individuals and the broader community.

Students have a responsibility to:

- Behave appropriately, respecting individual differences and diversity
- Behave as responsible digital citizens
- Follow The school's Anti-bullying Plan
- Behave as responsible bystanders, and
- Report incidents of bullying according to NPS Anti-bullying Plan

Parents and carers have a responsibility to:

- Support their children to become responsible citizens and to develop responsible online behaviour
- Be aware of the school Anti-bullying Plan and assist their children in understanding bullying behaviour
- Support their children in developing positive responses to incidents of bullying consistent with the school's Anti-Bullying Plan
- Report incidents of school related bullying behaviour to the school, and
- Work collaboratively with the school to resolve incidents of bullying when they occur.

All members of the school community have a responsibility to:

- Model and promote positive relationships that respect and accept individual differences and diversity within the school community
- Support The school's Anti-bullying Plan through words and actions, and
- Work collaboratively with the school to resolve incidents of bullying when they occur,

At Nulkaba Public School we notify the appropriate external bodies when bullying is of a more serious nature:

- In cases involving assault, threats, intimidation or harassment the Department of Education's Critical Incident Hotline and police are notified, and
- Incidents involving child protection the school will contact the Child Wellbeing Unit and Director, Educational Leadership.



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.

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

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.

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.

- *School Anti-bullying Plan*
- *School Bullying: Preventing and Responding to Student Bullying in Schools Policy*
- *School Student Wellbeing: Good Discipline and Effective Learning Procedures*
- NSW Anti-bullying website
- Behaviour Code for Students

At Nulkaba Public School we will identify patterns of bullying behaviour by following data analysis:

- Incident reports/notifications will be reviewed – nature, number and location by the PAX team and the AP – Wellbeing and Engagement
- SENTRAL data will be reviewed at the end of each week by the AP – Wellbeing and Engagement and findings reported to the leadership team
- Parent complaints about student bullying
- Staff feedback
- Monitoring of student attendance issues and sick bay reasons that are linked to bullying behaviour, and
- Referrals to the Learning Support Team for students who are identified as being at risk of developing long-term difficulties with social relationships or have experienced bullying or engaged in bullying behaviour.



Communication

Nulkaba Public School will promote and publicise the Anti-bullying Plan at the annual 'Meet the Teacher' meetings, and it will be made available to the wider school community on the school website.

The school will monitor and evaluate the effectiveness of this Anti-bullying Plan at the end of each school term. The date from the parent, staff and student 'Tell Them From Me' surveys will be used as a basis for evaluation. This process will be undertaken by the AP – Wellbeing and Engagement and the Learning and Support Teacher.

The results of the 'Tell Them From Me' surveys and the evaluation of the effectiveness of the Anti-bullying Plan will be presented to the school community at a P & C meeting in Term 4.

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.

Additional Information

Bullying No Way! Website - <https://bullyingnoway.gov.au/>

Office of Children's eSafety Commissioner - <https://www.esafety.gov.au/>

Bullying of Students - Prevention and Response Schools policy -

<https://education.nsw.gov.au/policy-library/policies/pd-2010-0415>

Nulkaba Public School staff are committed to ensuring all students feel safe and happy in our school environment. The implementation of this plan will support this commitment.

Principal
Assistant Principal – Wellbeing and Engagement
Learning and Support Teacher

Mary Roche
Natasha Brown
Sharon Duffey

Completed by:	Mary Roche	Lisa Cousins
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