

ANTI-BULLYING PLAN 2023

Normanhurst 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.

Normanhurst PS'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
6/3/23	Brainstorm Productions – Being Brave
Fortnightly	Addressed at assembly each fortnight

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
Weekly	Student Wellbeing - Spoken about with staff at all Stage Meetings.

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 are provided with information that details Normanhurst Public School's discipline procedures. It outlines the school values and flow chart of how to deal with inappropriate behaviours that present at school. An executive member of staff speaks to all new and casual staff to induct them to Normanhurst Public School. New executive staff are spoken to by the principal as part of the induction process. All members of the executive staff are on the Positive Behaviour for Learning Committee and are involved in all discussions and decisions regarding behavior at NPS.

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
Fortnightly	School Newsletter - Weekly updates on valued behaviours and articles.
Termly	P and C Meetings – PBL behaviours and school updates.

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.

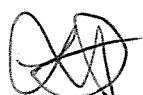
Positive Behaviour for Learning – Students participate in lessons based on a fortnightly PBL value. They are taught how to behave and what is expected of them.

Peer Support – Living Positively / Optimism – All students at NPS are involved in the Peer Support Program. They meet in a group led by a Year 6 student to learn how 'Living Positively' with a focus on the concept of optimism. The unit's aim is to support students to develop the skills, knowledge and attitudes necessary to identify their individual strengths and maintain a positive outlook on life. The unit will focus on developing the following four key skills: • Resilience • Coping • Critical thinking • Planning

Grow Your Mind – Embedded throughout the PDH scope and sequence. It teaches students how to build resilience and how their brain works in difficult situations.

Completed by: Louisa Patel

Position: Classroom Teacher

Signature: 

Date: 29/11/22

Principal name: Jacqui Gordon

Signature: 

Date: 29/11/22