

Nareena Hills Public School



Living, learning and caring through curiosity, perseverance and kindness.



Anti Bullying Plan 2024

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.

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.

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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.

Term 1-4	Whole school weekly focus on school values of Respect, Responsibility and Resilience. Ongoing review of school expectations.
Term 1-4	Weekly merit awards recognising student demonstration of school values and kindness.
Term 1-4	Behaviour Code for Students and The Nareena Way award system and behaviour levels presented and reviewed.
Term 1-4	Student leadership teams including School Captains, prefects and SRC speak at assemblies with a focus on our school values and expectations.
Term 3	Backflips Against Bullying whole school incursion.
Annual	Harmony Day, Sorry Day, Reconciliation Week, National Day of Action Against Bullying and Violence.
Annual	Police Liaison (TBC)- Cyberbullying

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.

Term 1-4	Student wellbeing professional learning: Anti-bullying professional learning, Code of Conduct training, Aboriginal Cultural Education.
Term 1-4	Learning and Support meetings: professional dialogue and communication relating to student learning, relationships and wellbeing.
Term 1-4	Newsletter: promotion of Anti-Bullying Plan, anti-bullying strategies, bullying topics, articles and talking points for parents.

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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.

- When entering the school, new staff are given an induction outlining school expectations and school strategies around anti-bullying and bullying prevention. Casual staff are given a class overview and allocated a staff member to report to.
- Principal speaks to new executive staff when they enter the school as part of the induction process.
- Principal speaks with university students regarding code of conduct and anti-bullying policies and procedures to ensure all students are known, valued and cared for.

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.

- ❖ 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.

Term 1	Communication of Behaviour Code for students, award system and behaviour continuum.
Term 2	Publish updated Anti-bullying plan in newsletter and website.
Term 1-4	Facebook page reinforcing school supports/stance on anti-bullying.
Term 1-4	Publish anti-bullying strategies in newsletters and websites

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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 embeds student wellbeing and positive behaviour approaches and strategies in practices include the following.:

- Lessons on Zones of Regulation.
- Active Positive Behaviour for Learning (PBL) program that encourages, promotes and models positive student behaviour.
- Merit Award system acknowledging student strengths and rewarding pro-social choices
- Lessons on growth mindset and learning dispositions.
- Strong focus on First Nations celebrations; Sorry Day, NAIDOC Week, Reconciliation Week and cultural education and performances.
- Explicit lessons and whole school presentations on anti-bullying and the types of bullying - verbal, physical, social, cyber.
- Effective communication with parents and carers promoting a strong anti-bullying stance.
- Peer Support lessons led by Year 5 and 6 to younger students with a PDH focus to build connections across the school.
- Student voice/leadership team lending support to school events and future directions.
- Social/emotional group interventions provided by School Counsellor.
- Individual counselling for students using evidence-based interventions provided by School Counsellor.

Completed by: Colleen Crossingham

Position: Principal

Signature: 

Date: 8 April 2024

Principal name: Colleen Crossingham

Signature: 

Date: 8 April 2024