

# ANTI-BULLYING PLAN

# 2021

## Newcastle East PS

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.

### Newcastle East 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
Month/Term	Behaviour code for students
Ongoing	Bullying. No Way! Initiative
Ongoing	Anti-Bullying messages presented at whole school events such as assemblies and stage meetings. Police Youth Liaison Officer speaks with senior students around online bullying.
Ongoing	Five Ways to Wellbeing framework promoted within classrooms. Senior students take part in Peer Support program

## 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
Ongoing	Staff induction program (Wellbeing procedures and expectations). Staff meetings have standing agenda dedicated to student wellbeing and welfare
Ongoing	Staff trained in Coach 2 Cope strategies.
Ongoing	Staff provided with teaching resources around Bullying. No Way! Initiative.
Ongoing	Staff provided with resources and training around the Five Ways to Wellbeing.

## 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.

- Casual staff are provided with regularly updated casual teaching handbooks upon entry to school that outline specific information related to each class, including information around relevant student needs.
- An executive staff member speaks with new casual staff or returning casual staff each day, outlining any specific needs related to the class being taught.
- All new staff are briefed on procedures and policies relating to student wellbeing and welfare at NEPS.
- All behavior, wellbeing and welfare policies and documents are made available to all staff through shared drives and shared folders.

## 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	Meet the teacher parent meeting: Defining student bullying and school supports
Ongoing	Parents are informed about anti bullying strategies and where to seek support through class communications, school newsletters and whole school events such as Bullying. No Way!
Ongoing	Parents are informed about anti bullying strategies and where to seek support through class communications, school newsletters and whole school assemblies. Strategies are provided to parents around dealing effectively with bullying type behavior and where and how to seek support
Ongoing	Staff share two way communication with parents around tackling bullying at the initial stages of a potential issue.

## 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.

- Newcastle East Public School has adapted an approach to student wellbeing based on the theories of Positive Education, specifically relating to the Five Ways to Wellbeing.
- The Five Ways provides a shared set of language that staff, students and community can use to reinforce positive mindsets and effective strategies to create strong and positive relationships.
- NEPS staff have been trained in the Calm Minds Projects, a program aimed at building resilience and mindfulness amongst the student body. Parents have been invited to attend sessions based on these principles
- Staff and community have been provided with training through the Coach 2 Cope organization, that helps schools create meaningful care plans and supports for students dealing with a range of psychological and behavioural issues.
- NEPS runs a peer support with its senior students, placing them at the centre of their learning, guiding the younger student body and helping to create positive and meaningful student relationships.
- Police Youth Liaison Officer

Completed by:

Position:

Signature:

Date:

Principal name:

Signature:

Date: