

North Rocks Public School

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://education.nsw.gov.au/schooling/schooling-initiatives/anti-bullying>) 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.

North Rocks 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.

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.

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
Term 1	Behaviour code for students, Expectations of responsible and respectful behaviour clarified in class during PDH lessons
Term 1	National Day of Action Against Bullying
Term 1	Back Flips Against Bullying Incursion for all students
Term 3	Friendship program- URSTRING Friendology Program
Term 3	R U OK? Day
Term 1-4	Regular conversations in class to promote a positive culture
Term 1-4	Responses to incidents of bullying following the NRPS process

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
Terms 1-4	Teaching and reinforcing respectful relationships. Acceptable and Unacceptable behaviour
Terms 1-4	Code of Conduct
Terms 1-4	High Expectation S
Term 1-4	Wellbeing Week
Term 2	UR Strong "Friendology" Training 10 Hours
Term 3	Anti-Bullying Flow Chart

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.

As part of our induction process, an executive staff member speaks to new and casual staff when they enter on duty at the school. The Principal will speak to new executive staff when they enter on duty at the school. Information is provided in a handout to staff when they enter on duty at the school. New casual staff are closely supervised by an executive team member to induct them into the culture and strategies used at North Rocks Public School. All staff are reminded about appropriate responses to allegations of bullying behaviour and Bullying Response Flow Chart is available in the "Casual Teacher" folder in classrooms.

Bullying Response Flow chart



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. Through our fortnightly newsletter we

Website

Our school website has information to support families to 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

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 parents' understanding of how our school addresses all forms of bullying behaviour.

Dates	Communication methods and topics
Term 1	School newsletter - DoE Code of Conduct, DoE Student Behaviour Code bullying,
parent/teacher evening	Parent/teacher evening- Bullying Behaviour -What to do if your child reports bullying behaviour.
Term 2	School newsletter - Role of School Anti-Discrimination Officer
Term 3	School newsletter - Bystander behaviour
Term 4	School Newsletter - Cyberbullying

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.

- Term 1 Choice Theory Units of work
- PDH Units of work
- Peer Reading program
- Term 3 URSTRONG Friendship program
- Term 3 Restorative Practice unit of work
- Social Skills lunch time program
- Bullying No Way <https://bullyingnoway.gov.au/>
- Student Wellbeing Ministry/Wellbeing Week
- Anti-bullying Awareness Days

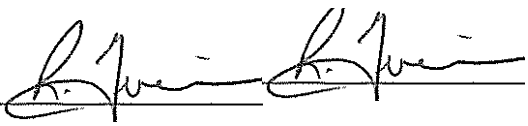
Completed by: Olivia Petre

Position: Deputy Principal (Rel)

Signature: 

Principal name: Robert

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Signature: 

Date: 1/2/2024