

NNPS

Anti-bullying Plan 2018

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.

Narrabeen North'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
Week	Student reminders of the value of the month at K-2 and 3-6 assemblies plus 1 certificate per class awarded.
Month	Student communication of value of month and anti-bullying strategies discussed at K-2 and 3-6 assembly.
Term 1	Student communication of anti-bullying code and signing of Bully Busting contract.
Term	Twice a term value of the month certificates are awarded at banner assemblies for a representative from each stage.

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
Week /Daily	Sentral reminder of value of month and reminder on staff communication sheet.
Weekly	Think slips and warning slips available to all staff to review.
Term	TPL - wellbeing framework, school strategies to student wellbeing, PDHPE syllabus, anti-bullying plan, cybersafety.
All Year	Access to websites and programs to assist in explicit teaching of anti-bullying and respectful relationships.

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.

- Induction folders include anti-bullying expectations and PBL positive reinforcement program information. Meetings are held with all new staff to address this document.
- Casual teacher information folder includes the anti-bullying expectations and PBL processes to deal with positive and inappropriate behaviour.
- Posters are displayed in classrooms regarding our anti-bullying approach and stage expectations.
- The deputy principal speaks to new and casual staff when they enter on duty at the school.
- As part of the induction process for new executive staff, the principal speaks to new staff when they enter on duty on the school's wellbeing processes.
- New and casual staff members are supported by stage/grade team leaders in implementing the school's wellbeing approaches and managing student behaviour.

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 topics
Term 1	Anti-bullying code and bully busting contract signed and displayed for school community.
Term 1	School approach to PBL and anti-bullying shared at meetings (P& C/ Meet the Teacher) and in stage handouts.
Year	School information handbook defines school's approach to PBL and anti-bullying.
Year	School website has anti-bullying plan uploaded and suggested links to assist parents.

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.

At NNPS we:

- explicitly teach the NARRA values and anti-bullying strategies (No, Go, Tell) throughout the year.
- use a systematic reward system incorporating NARRA greens, golds, principal awards, banners and house points.
- implement a variety of social skill programs such as Bounce Back.
- implement wellbeing programs such as Smiling Mind, Growth Mindset, Go Noodle and yoga.
- embrace buddy classes and positive relationships across stages.
- implement cyberspace programs.
- implement a student leadership program with senior students.
- embrace whole school programs such as Harmony Day, NAIDOC Week celebrations.

Completed by: Michelle Dickson and Ben Eyles

Position: Wellbeing Team Leaders

Signature:  Date: 5.11.18

Principal name: Ryan Shephard

Signature:  Date: 5.11.18