

# ANTI-BULLYING PLAN 2022

## Newcastle Junior 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 detail 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 Junior 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
Weekly	Positive behaviour and expectations are explicitly taught in classrooms and practiced in the playground

## 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
Term 1 PD	PBL - refocus and staff discussion
Term 2	Zone of Regulation professional learning
Ongoing	Learning Support team - student wellbeing
Ongoing	Daily Staff Communication Meeting - student 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.

As part of our induction for staff, including casual staff, information is provided when they enter on duty at the school. An executive staff member speaks to new and casual staff when they enter on duty at the school, including high level wellbeing information that will support students they will be teaching. A class profile is provided to all casual staff to support their knowledge of students.

The principal or an executive staff member speaks to new staff when they enter on duty at the school and takes them through the Newcastle Junior School induction package.

## 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 & 3	PLP meetings with carers, allied health, support workers and NJS staff.
Ongoing	Student Communication Books highlight positive student interactions
Ongoing	PBL awards

## 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 is the main focus of positive strategies and approaches to behaviour management. It is a consistent approach across the whole school Pre - Yr4. All staff use a consistent language focused on student behaviour being "WeCare. We Learn. We are Safe"

Newcastle Junior School uses "The Zones of Regulation" whereby students are assisted to identify their own social/emotional state against a colour coded system. Students have been taught strategies "to get out of red zone".

Completed by: Graham Finch

Position: Principal

Signature:  Date: 25/05/2022

Principal name: Graham Finch

Signature:  Date: 25/05/2022