

# ANTI-BULLYING PLAN 2023

## Hurstville Public 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 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.

### Hurstville 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
Weekly	Positive Behaviour for Learning focus - led by Year 6 leaders
Fortnightly	Gold Awards and Medals presented to students
Yearly	Cyber Safety presentation run by / PYLOP

## 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
Yearly	Professional Learning - Trauma Informed Practice for all staff
Yearly	Professional Learning - Positive Behaviour for Learning for teaching staff
Term	Staff Communication - NSW Department of Education Anti-Bullying website - promoted in staff newsletter
Fortnightly	Staff Communication - Complex Case meeting - supported by external agencies (3Bridges & Social Worker)

## 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.

Information is provided in a handout to staff when they enter on duty at the school, including a map of the school with active supervision areas outlined and relevant staff to contact.

A casual folder can be found in each classroom which includes information for casuals, such as the Behaviour Management System flowchart and additional information about individual student needs.

An executive staff member speaks to new and casual staff when they enter on duty at the school.

The Principal and/or Deputy Principal speaks to new executive staff when they enter on duty at the school, as part of the induction process.

## 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 evening - Positive Behaviour for Learning focus
Fortnightly	Recognising positive student behaviour - award nominees listed in school newsletter and at assembly
Fortnightly	Information for parents and carers on bullying - (what is bullying etc) shared in the school newsletter
Ongoing	Parent /carer information sessions in response to bullying behaviours - providing strategies

## 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.

Peer Support - Stronger Together - A unit on Anti-Bullying  
School Counselling  
Student Letterbox  
Peaceful Kids  
Youth Workers  
Whole School Buddy Program  
One-Beat Drumming  
Lunchtime Wellbeing groups  
Breakfast Club  
Band Program  
Dance  
DanceSport  
Sport



Completed by: Jessica Maakaroun

Position: Deputy Principal

Signature: Jessica Maakaroun Digitally signed by Jessica Maakaroun  
Date: 2023.05.25 14:16:03 +10'00' Date: 25/5/23

Principal name: Mark Steed

Signature: STEED, MARK Digitally signed by STEED, MARK  
Date: 2023.05.25 14:38:54 +10'00' Date: 25/5/23