

ANTI-BULLYING PLAN 2024

Hinchinbrook 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.

Hinchinbrook 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
Term 1	Positive Relationships and Bystander to Upstander Program (Terms 2-4)
Term 1	Behaviour Code for students
Terms 1-4	Whole school events - Harmony Day, Are U OK?, National Day of Action Against Bullying and Violence
Terms 1-4	Positive Behaviour for Learning - School Focus at Assembly and Lessons in the classroom

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	Teaching and reinforcing respectful relationships
Term 1	Introduction/Revise Anti-Bullying Plan
Term 1-3	Whole School Events - National Day of Action Against Bullying and Violence
Ongoing	Positive Behaviour for Learning -PBL Team Meetings, Exec, Staff and Stage Meetings (data, minor, major)

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 the induction process at Hinchinbrook Public School, casual and permanent staff are informed of the school's anti-bullying strategies as outlined below:

- information is provided in a handout to staff 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
- the principal speaks to new executive staff when they enter on duty at the school, as part of the induction process.

Each classroom has behaviour expectations clearly displayed - Safe, Respectful, Learners.

Casual folders are provided with students profiles and class information.

Stage supervisors follow up with incident slips as needed.

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
Ongoing	School website, Parent Portal Facebook. Anti Bullying Plan and relevant online links.
Ongoing	Parent Meetings e.g. P&C Meetings, parent/teacher nights.
Term 1	Behaviour Code for students distributed to all families via Website and Sentral Parent Portal.
Term 1	Publish updated plan in newsletter and website

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 and inclusive classroom environment
- Comprehensive and coordinated whole-school approach that supports all students.
- Explicit teaching of acceptable behaviours Including classroom, playground and online (PBL Matrix).
- Positive Relationships program that includes getting to know you activities at the beginning of the year.
- Whole school focus (PBL) on being safe, respectful and learners, including Upstander program. PBL tri-weekly focus in class lessons (based on current data), PBL discussions at Assembly (including awards), Fast and Frequent rewards e.g. Gotcha
- Peer Support Program - Term 3
- Learning Support Team - Referrals, Risk and Behaviour Management Plans.
- Social and emotional learning is enhanced through the Life Skills Go wellbeing checkin, Bystander to Upstander and 'Be You' Programs. HPS strives to build the capacity of students to manage their social and emotional learning including self awareness, self management, social awareness, relationship skills and responsible decision making.
- Buddy support and mentoring program for the playground.

Completed by: Tina McCosker

Position: Deputy Principal

Signature: *Tina McCosker*

Date: 22nd March 2024

Principal name: Karen de Falco

Signature: *Karen DeFalco*

Date: 22nd March 2024