

ANTI-BULLYING PLAN

2022/23

Newcastle Middle School SSP

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.

Newcastle Middle 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
All year	Each fortnight an explicit PBL topic will be taught and students will listen to or read a social story featuring PBL Mascot, Sandy Star implementing each positive behaviour.
All year	Each week students displaying positive behaviours of caring, safety and learning will receive a merit certificate at the weekly school assembly.
Term 3	PBL Sandy Star mascot song signed and performed at assembly.
Term 3, Week 3	Education Week Open Day will run a PBL Games Day with students taking part in positive games.

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 2	Develop 'Sandy Star' signing video to share with staff, students and families.

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.

- Anti-Bullying Plan incorporated into school induction process
- School PBL rules are incorporated in the staff induction package, so they understand the positive culture of the school and expectations of behaviour for all
- Visual signs / posters supporting PBL rules are displayed around the school
- School website shows the commitment to Anti-Bullying Plan and PBL rules

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 topics and Professional learning
Term 4	Gold level PBL students (total of 30 PBL awards collected throughout the year), recognised at Presentation Day Assembly.
Term 4	Sandy Star to visit during Year 4 student transition visits. Videos and Sandy Star resources will be shared with new students and their families.

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:

- Visuals in all school learning spaces reminding students / staff of PBL rules and expectations
- Explicit lessons taught in classes that incorporate PBL topics
- Regular staff meetings and de-brief discussions are held to share ideas and promote positive student behaviour
- Systems in place to record positive behaviours
- Introduction of student mentoring program to support student wellbeing and positive behaviours
- Wellbeing activity each term i.e., breakfasts, painting afternoon to support staff wellbeing

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Position: Assistant Principals / Principal

Signature:  Date: 14/12/2022

Principal name: Judy Mouthaan

Signature:  Date: 14/12/2022