

ANTI-BULLYING PLAN 2025

Newington 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.

Newington 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
Ongoing	School-wide expectations are reinforced. The reinforcement of school values and expectations is achieved by highlighting specific areas of importance, providing clear instruction on expectations, and teaching essential social skills.
Term 1	Expectations of student behaviour displayed in all classrooms. Expectations of behaviour explicitly taught and reinforced through school wide system.
Term 2	PYO visit - cyber-safety expectations for Stage 2 and 3

Term 3	Peer Support - Focus on developing resilience and social and emotional skills.
Term 4	

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	Communicate Anti-bullying plan and behaviour code to staff, including their role in identifying and responding to student bullying incidents. Promotion of NSW DoE Anti-bullying resources in staff bulletin.
Ongoing	Complaints handling policy & procedure and NPS process for responding to claims of bullying available to all staff (behaviour response flowchart).
Ongoing	Learning and Support Team monitors student behaviour, responses and planning. Anti-bullying plan & response strategy reviews.
Ongoing	Staff responsibilities and procedures for responding to bullying are reviewed regularly or in response to critical incidences.

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.

- An induction handbook is provided to all new staff (permanent, temporary and casual) outlining the school's behaviour expectations including proactive strategies and responsive approaches to counter negative/problematic behaviour (including all forms of bullying - covert, overt and cyber)
- Information is provided in a folder to casual staff when they enter on duty at the school
- The Deputy Principal speaks to new staff when they enter on duty at the school
- The Principal speaks to new executive staff when they commence at the school, as part of the induction
- All new staff and casual staff have access to Communication Slips that are used to respond in a timely manner to negative incidents
- Staff are provided with a handbook outlining the PBL strategies, School Behaviour Support and Management Plan, Anti-Bullying Policy and Anti-Bullying Procedures
- Staff are familiarised with plans for students of concern
- New staff are supported by experienced peers in delivering anti-bullying programs and student support plans

- All new staff will receive access to Sentral for reporting purposes and are required to enter all reported incidents
- All staff to be directed to Professional Learning that is relevant to supporting positive student behaviour and wellbeing.

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.



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
Termly Ongoing	Principal's message and promotion of school values and expectations via school website. Other forms of communication to inform Parents/Carers about; Bullying, Code of Behaviour, Bystander behaviour, Promotion of Social/emotional skills and Parenting Insight tips include the following: <ul style="list-style-type: none"> - Anti-bullying plan published on the school website - Newsletters – 'The Croak' put on the school website fortnightly - Use of School App to promote a positive school culture and open lines of communication
Term 1 Ongoing	Publish the 2025 Anti-bullying Plan on school website.
Ongoing	Parent Meetings, P &C, parent teacher nights – Define student bullying, keeping children safe online, responding when your child is being bullied, strategy to support parents when their child is the bully, school supports and reporting.
Ongoing	Behaviour code for students available on School 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.

Examples of how NPS embed student wellbeing and positive behaviour approaches and strategies in practices include the following:

- PBL - Universal Prevention - weekly lessons that reflect data collected about student behaviour (PDHPE syllabus)
- PBL lessons explicitly taught by class teachers incorporating recognising bullying behaviour, bystander behaviour and responding to bullying behaviour
- Grow Your Minds (addressing resilience, growth mindset and social-emotional)
- Kids Club - Building resilience, building and maintaining friendships
- Year 6 and Kinder buddy program
- Learning Support Team - Behaviour Support Plans, School Counsellor
- The Officer of the e-Commissioner website
- DoE Behaviour Specialists
- Positive Reward System - BSGP, Student of the Week, Merit awards, Boonmarras
- Tier 2 and Tier 3 interventions – classroom and playground
- Explicit teaching of PDHPE content and social skills lessons in resilience and social-emotional learning
- SRC to support student initiatives (Student voice)
- School Excursions and Incursions for address the wellbeing domains
- Wellbeing Days that focus on building student's connectedness and resilience (eg. Bluey Day, Year 6 Fun Day)
- National Day of Action against Bullying and Violence
- NAIDOC Week celebrations
- Sports in Schools Program
- PSSA sport is offered for Year 3 -6 students, teaching students the skills of the games as well as team work and sportsmanship.
- Peer support
- extra-curricular activities
- environmental initiatives (Clean Up School Day, Care for Country, Sustainability projects)

Completed by: Executive team

Principal name: Greg Weeks

Signature: *Greg Weeks*

Date:

31/1/25