HILLSBOROUGH PUBLIC SCHOOL
Anti-bullying Plan 2023

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.

Hillsborough 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. At Hillsborough Public School we promote positive relationships that respect and accept individual differences and diversity within the whole school community. We actively work with the community to foster a safe, supportive learning/working environment where bullying is not tolerated. Positive relationships are also promoted and maintained through effective classroom and playground behaviour management programs and initiatives. As part of our school's Code of Conduct and Positive Behaviour for Learning framework our Anti-Bullying policy aims to deal effectively with and prevent incidences of bullying through the provision of positive prevention strategies, support for reporting and managing all forms of interactions that are not acceptable in the school environment. Expectations of Respect, Responsibility and Ready to learn behaviours are explicitly taught in classes and modelled throughout the school day.

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.

I.I. 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 I	In class PBL expectation lessons, weekly PDH Safety lessons (No Go Tell, Upstanders and Bystanders, safety strategies, bullying and protective strategies, cyber safety), HPS Code of Conduct lesson and Harmony Day
Term 2	In class PBL expectation lessons, weekly PDH lessons (building positive and respectful relationships and managing conflict)
Term 3	In class PBL expectation lessons, weekly PDH lessons (developing strategies that support own wellbeing, build resilience and how to empower oneself)
Term 4	In class PBL expectation lessons, weekly PDH lessons (building inclusive, respectful relationships and considering ones own impact on others)

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 e   y student bullying behaviour.

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Dates	Communication topics and Professional learning
Term I	Whole School Positive Behaviour for Learning Expectations and Anti Bullying Plan
Term 2	Well being Framework and evidence based practices, Cyber Bullying in an online learning platform.
Term 3	Explicit Teaching of Anti Bullying strategies, Student Mental Health and Wellbeing
Term 4	Supporting Positive Peer Relationships; Awareness of Cyber-Bullying and Social Media Issues

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 of student behaviour expectations within classrooms and school grounds.
Casual staff are provided with the necessary information about students and expected processes for managing behaviour (both in Casual Folders and in support from Executive members)
- an executive staff member speaks to casual staff when they enter on duty at the school, casual staff are supported with information around how to report any concerns or off task behaviour choices by students through Sentral
- casual staff have access to Sentral to report behaviours which are categorised as major or minor behaviours with a drop box to assist with reporting incidents.

New or Temporary Staff
The principal speaks to new executive staff when they enter on duty at the school, as part of the induction process. Induction process includes school handbook including specific information around behaviour expectations, Anti Bullying strategies and reporting/monitoring behaviour procedures.

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.

2.7. 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 topics
Term I	- Code of Conduct shared with community through school newsletter - School website – documents shared with community - P&C principal report on what is being covered in classes - eSafety information document – Online safety – A guide for parents and carers https://www.esafety.gov.au/sites/default/files/2022-01/1.%20English%20-%20Parents%20guide.pdf
Term 2	- PBL expectations shared with community through school newsletter (class and library expectations) - P&C principal report on what is being covered in classes - eSafety information document – Online gaming information for parents and carers https://www.esafety.gov.au/sites/default/files/2022-

	01/eSafety%20parent%20guide%20to%20online%20gaming.pdf
Term 3	- PBL expectations shared with community through school newsletter (class and library expectations) - P&C principal report on what is being covered in classes - eSafety information document - Getting started with parental controls in social media, games and apps https://www.esafety.gov.au/sites/default/files/2021-04/Parental%20controls%20in%20social%20media%2C%20games%2C%20and%20apps.pdf
Term4	- PBL expectations shared with community through school newsletter (class and library expectations) - P&C principal report on what is being covered in classes - eSafety information document – 5 tips to keep your family safe online https://www.esafety.gov.au/sites/default/files/2021-04/5%20tips%20to%20keep%20your%20family%20safe%20online.pdf

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:

-Strong and proactive Learning and Support Team processes
-Strong relationships with a focus on ensuring every child is known and valued
-Support and training for staff to enhance practices
-Effective use of LaST, school counsellor and executive teachers
-Explicit teaching of expected behaviours and Anti Bullying Strategies Explicit teaching of growth mindset and self-regulated behaviour
-Playground supports, SLSO, small group activities

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Signed: Date: 3.4.23

Principal: Cassandra Bate-Barnier
Signed: Date: 3.4.23

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