

ANTI-BULLYING PLAN

2023

Kenthurst 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.

Kenthurst 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 communication and learning

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	<ul style="list-style-type: none">• PBL Behaviour Continuum implemented• PBL Goal – explicitly taught and expectations discussed regularly in each fortnight. The PBL goal appears on our Sentral page for teachers with links that they use with their class• Explicit instruction of cyber safety expectations• Go Blue for Autism Day – as part of World Autism Understanding Day; funds raised go to Autism Advisory and Support Service. Blue is associated with a calm feeling and it is also the Autism Speaks primary colour.• Constable West (local Police Youth Liaison Officer): Anti-Bullying and Cyber Safety talks• NSW Public School Students Behaviour code to be unpacked with students at the beginning of each year.• Harmony Day – students wear orange and a poster competition is available for them to enter. The day is about inclusiveness, respect and a sense of belonging; recognises our diversity and brings together Australians from all different backgrounds
Term 2	<ul style="list-style-type: none">• Anti-Bullying lessons completed by all students: https://education.nsw.gov.au/student-wellbeing/attendance-behaviour-and-engagement/anti-bullying/educators/antibullying-units-of-work• Tell Them From Me Survey to be completed by students in Years 4-6: a suite of surveys for measuring student engagement and wellbeing. The surveys can be used to capture student, parent and teacher voices, providing reliable evidence for schools to use in identifying strengths and areas for improvement.• Multicultural Public Speaking Competition: This competition encourages primary school students to explore ideas of multiculturalism in Australia while they practise their public speaking skills and improve their confidence. Topics include: Racism – no way!, A safe place to call home, My multicultural classroom, Privilege.• NAIDOC Week celebrations• Mandatory Child Protection education lessons – anti-bullying concepts embedded in mandatory child protection units• B Kinder Day – a focus on kindness, empower and inspire.
Semester 2	<ul style="list-style-type: none">• National Day of Action Against Bullying - The NDA is an opportunity to create a shared understanding of what is bullying, outline bullying prevention policies and show support to students who may be experiencing bullying.• Friendship Day – foster a culture of peace through friendship• Review of policy, PBL procedures and continuum.
Term 1 - 4	<ul style="list-style-type: none">• PBL goal explicitly taught and continuum implemented

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 1-4	<ul style="list-style-type: none">• Annual Child Protection training and Wellbeing Professional Learning on Staff Development Day, Day 1)• Sentral PBL Focus; with links and supporting documents• Induction for new staff of PBL• Communication Meetings – Wellbeing as a standing item• CESE literature review – Anti-Bullying interventions in schools – what works?• Inclusive Practice Hub – contains scripts can support students to respond to or seek help when bullying occurs.• In Executive Meetings, school leaders analyse recent trends in negative incidents that are reported via Sentral.

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 eg PBL Teacher's Handbook;
- all classrooms display the school's PBL continuum;
- new and casual staff implement the school's PBL and departmental policies relating to bullying behaviour, eg School Behaviour Support and Management Plan;
- staff are provided with support and professional development to discourage, prevent, identify and respond to student bullying behaviour in a timely manner to incidents of bullying according to the school's Anti-Bullying Policy and Plan;
- 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;
- students are encouraged to report student bullying to any staff member at school.

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.

✓ Anti-bullying Plan
website

✓ NSW Anti-bullying

✓ 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 1-4	<ul style="list-style-type: none">• Parent Information Session on anti-bullying and cyber safety• Newsletter articles on PBL and anti-bullying behaviour, eg upstander, bystander.• School website updated to include anti-bullying resources• Tell Them From Me Survey to be completed by parents a suite of surveys for measuring student engagement and wellbeing. The surveys can be used to capture parent voices, providing reliable evidence for schools to use in identifying strengths and areas for improvement.• National Day of Action Against Bullying - The NDA is an opportunity to create a shared understanding of what is bullying, outline bullying prevention policies and show support to students who may be experiencing bullying.• Parents invited to be a part of a focus group as KPS looks to update procedures• Meet The Teacher Presentation to include expectations around student wellbeing

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.

- Teaching and Learning programs to reflect department resources; programming and teaching of PDHPE topics taught and reviewed in accordance with syllabus requirements;
- Assemblies – merit awards, bronze, silver and gold awards presented; other achievements relating to sport, PRC, PSC, public speaking etc also acknowledged;
- Model and promote positive relationships that respect and accept individual differences and diversity within the school community;
- Explicitly teach the rules and expected behaviours of the school (Respect, Responsibility, Personal Best).

Relieving Principal: Grant Rimmer

Signature: *Grant Rimmer*

Date: 5/6/23