

ANTI-BULLYING PLAN 2024

Kearsley 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.

Kearsley'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	Behaviour code for students, PBL Values, Setting Up for Success lessons K-6 Harmony Day - celebrating respectful relationships & inclusiveness. Addressing anti-bullying, anti-racism, role of the Anti-Racism Contact Officer (ARCO). Teachers deliver Harmony Day activities in classrooms. Life Education Van - Cyber Safety lessons
Ongoing K-6	Social emotional learning (SEL) lessons on how to get along with peers, manage emotions and succeed in school. The school implements weekly K-6 lessons that have a focus on learning empathy, managing emotions and solving problems. Utilising lessons from the Bullying No Way program and Department lessons on Anti Bullying (upstander and bystander). Involvement in Cyber Safety lessons and webinars and utilising E-Safety website.
Ongoing K-6	Positive Behaviour for Learning (PBL) – student expectations and identified social issues. Specific messaging and explicit lessons on student expectations of being Respectful Responsible learners.
Daily Assemblies	Regular messaging around school values and problem solving.

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
Ongoing	Teacher PL - Restorative Practices, explicit teaching of PDHPE syllabus, Cyber Safety All staff complete Anti-Racism Policy mandatory training. Leadership Team and LST Team monitor student data and support staff.
March 2023	Anti-Bullying Plan shared with staff, P&C and published on school website.

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

* 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.

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	Promote availability of parent courses, workshops and resources through Facebook/DoJo Individual education plans and personalised learning plan meetings with parents - includes discussions School website, school Facebook and/or school newsletter
Term 1	P&C Meeting - Anti-Bullying Plan discussed
Term 2	Newsletter Items
Term 3	Consultation around 2025 School Behaviour Support and Management Plan
Term 4	Kinder Orientation information

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.

1. Regular celebrations of positive behaviours through PBL processes.
2. Explicit lessons teaching social and emotional skills in resilience and problem solving, friendships, respectful relationships.
3. Daily Check in Circles
4. Life Education Van focus lessons friendships and kindness
5. LAST Interventions
6. SRC- student voice
7. Tell Them From Me analysis

Completed by: Anthea Robinson

Position: Principal

Signature: 

Date: 01/03/2024

Principal name: Anthea Robinson

Signature: 

Date: 01/03/2024