

ANTI-BULLYING PLAN 2023

Kempsey West 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.

Kempsey West 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
Terms 1 - 4	PBL lessons and core values 'Be respectful, Be responsible, Be Safe' for students is reiterated during regular stage assemblies (Behaviour Code)
Terms 1 - 4	Promotion of safe areas and programs by school staff - passive play, structured play activities, and interest groups to minimise bullying for vulnerable students.
Annually	Culture programs celebrating and promotion of inclusion, acceptance and harmony against students and the school community including Harmony Day, NAIDOC Day, Cystic Fibrosis Awareness Day
Annually	Participate in the National Day of Action Against Bullying and Violence and arrange Police Youth Liaison officer talks.

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	Professional learning: Trauma Informed Practice, CESE Publications - Anti-bullying Interventions in Schools - What Works?
Ongoing	Collect information & data about hotspots, types of behaviour and triggers.
Ongoing	Regular and timely reminders to staff about active supervision and to visit playground hotspots regularly via weekly stage meetings and daily Teams communication.
Annually	Review and update Anti-Bullying Plan.

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 will be discussed as part of the induction to Kempsey West Public School for casual and new staff. Anti-bullying plan is underlying plan for PBL framework.

Casual teacher handbook will include anti-bullying plan and PBL information for teachers to read.

All staff to be directed to professional learning that is relevant to supporting student wellbeing and preventing and responding to bullying.

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	Awareness of department resources to prevent and respond to bullying on the DoE website made available to parents.
Ongoing	Provide information and advice to parents via school website, Facebook and Seesaw.
Ongoing	School Facebook page - provides information and advice to parents/carers.
Term 4	Publish updated Anti-Bullying Plan on website and have a hard copy stored in administration office.

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:

Kempsey West Public School facilitates a number of positive programs that reflect the social and emotional skills needed in developing resilient and productive members in our community. The following initiatives supports wellbeing and positive behaviours in our school:

- Sport collaborative & cooperative activities to build positive relationships
- Assembly, merit, attendance awards, Student of the Week, Bee's Knee's
- Naidoc Day
- Reconciliation Day
- Harmony Day
- Dunghutti language program
- Book Week
- Easter Hat Parade
- Cystic Fibrosis Awareness Day
- ANZAC Day
- Breakfast Club
- Mother's and Father's Day breakfast
- National Day of Action Against Bullying and Violence
- SLSO support structures in each classroom and during breaks
- Bullying/emotion communication systems in classrooms (daily check-ins)

Principal name: Todd Potter

Signature:



Date: 22.09.23

