

ANTI-BULLYING PLAN 2023

Kurri Kurri 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.

Kurri Kurri Public School

Our school rejects all forms of bullying behaviours, including online (or cyber) bullying by working towards 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. At the beginning of the year, our schools' values of 'learning, safety and respect' are the major focus. Classroom expectations based on these values are co-constructed with students and displayed in each classroom. Over the course of the year, stage focuses and initiatives are based upon cohort need and observed behaviours

Term	Topics
1	Positive Behaviour expectations (classroom and playground), Anti-bullying lessons and practices (including cyber safety) Behaviour Code for students is included in enrolment packs and communicated to students in classrooms. Classroom set up individual expectations
2	Positive Behaviour for Learning expectations, promotion of Anti-bullying procedures and Behaviour Code for students promoted. Wellbeing Team design lessons for students around expectations (data driven and needs based).
3	Positive Behaviour for Learning expectations and Behaviour Code for Students promoted at assemblies
4	Positive Behaviour for Learning expectations and Behaviour Code for students embedded in all aspects of school life. Positive incentives for students following wellbeing lessons rewarded each term.

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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.

Term	Topics
1-4	Teachers reinforce respectful relationships through targeted PL included Restorative Practices, strategies and inclusive practices. Positive Behaviour expectations (classroom and playground) taught in all classrooms K-6 alongside Anti-bullying Program. Staff trained in TAR3 support Plans
1-2	Restorative Practices - revisit restorative practices, script and circle discussion. Staff awareness of School/DET policies that support student welfare and behaviour. Professional Learning focused on Behaviour Strategy and IES Policy and implementation of Student Behaviour Management and Support Plan.
1	National Day of Action Against Bullying and Harassment- Staff and whole school involvement
1-4	Student Wellbeing Teamwork alongside staff to promote positive whole school approaches to behaviour. Staff updated on procedures and responsibilities of how those supporting students.

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. A collective of behaviour management professional learning activities ensures our staff have appropriate strategies to prevent and respond to student bullying.

- KKPS implements an in-depth staff induction process. Information regarding the school's behaviour system and Positive Behaviour for Learning (PBL) expectations are communicated to new/casual staff in the casual teacher's handbook, given to each casual teacher during induction to Kurri Kurri Public School. Assistant Principals across each stage support all staff including new and casual staff in both classroom and playground settings.
- Information regarding classroom descriptions, student individual academic, behaviour and safety plans are made available to staff through initial induction and classroom casual folders. New staff to the school will have professional learning about our whole school approach to positive behaviour, policies, and procedures. School executives ensure the Anti-Bullying program, and The Behaviour Strategy is implemented by all staff.

2. Partnerships with the 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. We actively seek partnership with the local Police Youth Liaison Officer and Kurri Kurri Community Centre to support our families. KKPS has an active P&C that meet on the third Tuesday of each month.

2.1 School 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

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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.

Term	Topics
1	School community provided with the behaviour code for students in new year packs and in the school newsletter, PLP afternoons.
1-4	Meet & Greet with new classroom teachers and planned support meetings for students with behaviour and safety plans. Parent meetings - P&C Defining student bullying and school supports, School website, Facebook, Class Seesaw pages, Parent Portal updates on behaviour and Anti-bullying policies
Fortnightly	PBL focus in school newsletter, Stage Assemblies, Facebook and Seesaw
As needed	PBL expectations discussed regularly with parents when discussing behaviour incidents PBL expectations discussed when acknowledging/rewarding positive behaviour

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.

- Social and Emotional learning units of work e.g. The Zone of Regulation and Head, Heart Mindfulness.
- Weekly PBL lessons and expectations through signage around the school
- Restorative practices including restorative conferences led by trained staff
- Explicit teaching of school Core Values as identified by SENTRAL data and driven by the Student Wellbeing team.
- Participation in activities for anti-bullying week and explicit lessons taught in all classrooms K-6
- intervention programs including the Learning and Support Team and Peaceful kids
- Class teachers ensure a safe and supportive learning environment by ensuring consistent procedures for the reporting and management of bullying
- Executive support by Assistant Principals, Deputy Principal and Principal, where required
- Promotion of the Student Wellbeing Hub website for information and activities.
- ARCO training for staff and ongoing anti-racism support as required.
- Integration Police Youth Liaison Officer and Community Liaison Officer
- Structured play and interest clubs/activities during recess and lunch breaks-
- Online safety, including cyber safety taught during the year as part of the ICT program

Plan Completed by: Kerry Lee

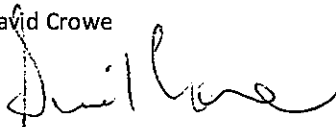
Date: 10/02/2023

Position: Deputy Principal (Rel)

Signature:

Principal: David Crowe

Signature



Date: 10/02/2023