

ANTI-BULLYING PLAN 2021

Kiama 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.

Kiama 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
Term 1	Behaviour code for students
Ongoing	Reward days to acknowledge and reward positive behaviour
Ongoing	Positive Behaviour for Learning lessons
Ongoing	Tailored social/emotional learning for classes including reinforcement at assemblies

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	All staff engage in Positive Behaviour for Learning professional learning
Ongoing	Access NSW Anti-Bullying website
Term 3	Identified staff engage in FBA assessment training
Term 3 - ongoing	Identified staff engage in Safe Minds professional learning

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.

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- * 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.

All staff are informed and supported when using the Kiama Public School Responding to Problem Behaviour Framework.

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
Term 1	Parent information via the newsletter - NSW Anti-Bullying Website
Term 2	School website
Term 3	School Newsletter - Bystander/Upstander Behaviour
Term 4	Kindergarten Orientation/Parent Information Sessions - sharing strategies with Kindergarten 2022 parents.

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.

Kiama Public School practices support student wellbeing and positive behaviour approaches that align with our community's needs. Our school uses a number of programs to proactively support the social and emotional skill development for our students, including but not limited to:

Kiama Public School's Positive Behaviour for Learning Framework and core values of Respect, Responsibility and Resilience A school wide Positive Behaviour for Learning Acknowledgement system collaboratively developed with input from staff, students and the school community

Regular promotion of Positive Behaviour for Learning practices in the School Newsletter

Regular promotion of Positive Behaviour for Learning practices at School Assemblies following a school wide Wellbeing scope and sequence to ensure a consistent approach

A data driven approach where specialised lessons are specifically targeted to areas of need

Kiama Public School Response to Behaviour Flow Chart to support all student behaviour in a calm, consistent, immediate and respectful manner

Participation in the National Day of Action

Completed by: Tasha Frank-Ross

Position: Assistant Principal

Signature: *T Frank-Ross*

Date: 25 August 2021

Principal name: Natalie Marshall

Signature: *N. Marshall*

Date: 25 August 2021