

Kempsey East Public School

Anti-bullying Plan 2019

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 East'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
Feb/term 1	Behaviour code for students
28th Feb	Safe on Social presentation stage 2 and 3 students (Being safe online)
all year	PBL lessons conducted each week and delivered depending on student data that is collected
all year	Learning disposition lessons conducted each week, assemblies include PBL data and focus areas

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	school discipline and behaviour management policy review, safe on social staff information, Wellbeing PD
term 2	cool off room implemented and consistency across the staff, Got It team working with staff
term 3	Staff being trained in Friends program, Got It team working with staff, Wellbeing Policy
term 4	Review of policies and procedures

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.

- The principal speaks to new staff when they enter on duty at the school, as part of the induction process. During this meeting the schools behaviour and discipline policy and well being policy are discussed with staff and a copy is given to all staff.
- flow charts of behaviour expectations are in all casual folders to ensure consistency across the 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. 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 topics
term 1	P and C meeting Bullying Plan and Safe of Social, newsletter Safe on Social information
term 2	school newsletter- NSW Anti Bullying Website, Got It team information afternoons
term 3	school newsletter- Friends program, learning dispositions, P and C meeting Wellbeing Policy
term 4	P and C meeting review of policies, school newsletter by stander behaviours, safe on social media

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).

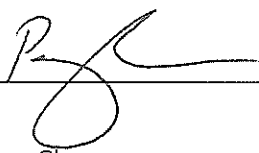
Examples of other ways our school will embed student wellbeing and positive behaviour approaches and strategies in practices include the following.

- Rock and Water and Drum Beat programs
- Learning dispositions being embedded across the school
- Implementing Friends program
- QUEST program running across the school and supporting younger students in the playground

Completed by: Penny Chow

Position: Relieving Principal

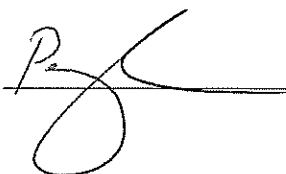
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Date: 1/3/19

Principal name: Penny Chow

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Date: 1/3/19