

ANTI-BULLYING PLAN 2024

Kendall 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.

Kendall's 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	<i>Behaviour code for students, setting clear school and class expectations.</i>
Term 2	<i>PBL expectations defined and taught to students.</i>
Term 3	<i>National Day of Action against Bullying and Violence (NDA), Formal and Informal Weekly assemblies PBL Focus, Peer Support, QUEST.</i>
Term 4	<i>Formal and informal Weekly assemblies PBL Focus</i>

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	SDD Code of Conduct, Anti Bullying Plan, Behaviour Management
Term 2	Behaviour Support and Management Plan, PBL
Term 3	PBL Refresher, Code of Conduct refresher
Term 4	Review PBL, PBL celebrations

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.

Our school induction process provides new casual and temporary staff members with approaches and strategies to prevent and respond to student bullying behaviour should it occur

- *new staff participate in an induction.*
- *information is provided in a casual book to staff when they enter on duty at the school.*
- *Our PBL system, positive reward system and behaviour management flowchart are explained and each teacher receives an information package that includes all information.*
- *our school induction process provides new casual and temporary staff members with approaches and strategies to prevent and respond to student bullying behaviour should it occur.*
- *casual staff are advised who is available to support them should they need to manage behaviour.*
- *signs are visible in all settings of the school that promote our school expectations.*
- *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
Term 1	Parent information shared via newsletter.
Term 2	School website-PBL expectations, relevant policies
Term 3	Peer Support, QUEST.
Term 4	Kindergarten Orientation/Parent information session- Sharing strategies with new parents for 2004.
All Year	Bulletins, KPS Facebook, School Bytes, School electronic sign

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.

- Supporting Anti-Bullying Day of Action and participating in activities to raise awareness.
- PBL explicitly taught K-6 and promoted at weekly assemblies and through school Bulletins.
- PBL whole school reward system.
- Student Learning Support Officers in the playground at recess and lunch to support students.
- Learning Support Team meet weekly to discuss student wellbeing concerns and implement programs and/or strategies to support students.
- Peer Support program.
- Police Youth Liaison Officer visits as identified as needs arise.
- Oasis wellbeing space.
- School Counsellor- to support the wellbeing of students.

4 As a school we do not use corporal punishment.

Completed by: Duncan Adams in consultation with staff

Position: Principal

Signature: D. Adams 

Date: 20/4/2024

Principal name: Duncan Adams

Signature: D.Adams 

Date: 20/4/2024

