

Kendall 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.

Kendall 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 developing and maintaining 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; Five Fair Rules; School Values
Term 1	Visit from local Police Youth Liaison Officer National Day of Action Against Bullying and Violence
Term 2	School Values
Terms 1-4	Regular reminders via assemblies, class and Stage meetings

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	Professional learning on cyberbullying; Anti-bullying Plan updated; Teaching program developed and supporting resources identified
Terms 1-4	Student wellbeing issues discussed regularly at staff meetings; Referrals to LST as required.

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:

- Five Fair Rules for behaviour expectations are clearly displayed in all leaning spaces
- Casual folders are provided with students' profiles and school rules.
- Stage supervisors follow up with behaviour referrals and record on EBS/Sentral as necessary.
- Staff are present and visible during learning times and play breaks.
- New staff/casuals inducted and provided with information when they enter on duty.

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	Student Behaviour Code and Anti-bullying plan presented at P&C meeting for ratification
Term 1	School newsletter items - Defining student bullying and types of bullying; Upstander behaviour; Strategies to support students
Term 2	School Newsletter items – School Values
Terms 1-4	Ongoing communication as required via newsletters/letters to individual parents/ notes.

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:

- KidsMatter – Mental Health and wellbeing framework
- Quality Behaviour and Wellbeing Operating Procedures and Guidelines
- Social and Emotional Learning Program
- Values Education Program
- Access to School Counsellor
- Learning Support Team
- Promotion of positive behaviour through well communicated and promoted expectations
- Explicit teaching of behaviour expectations and "The Five Fair Rules"
- Clearly defined classroom and playground procedures
- Detailed monitoring and data collection procedures
- Role modelling of pro-social behaviour in all school interactions
- Clear guidelines for responding to bullying
- Dedication to creation of a calm and pleasant physical setting
- Commitment to celebrations of achievement and responsible behaviours
- Promotion of individual and school respect through uniform, acceptable standards of behaviour and core values.
- QuEST (Quality Environment for Students and Teachers) – peer support and leadership program
- Kindergarten Buddies Program
- School Parliament
- Positive recognition of students – Principal's Awards, Student of the Week, Merit Cards, Aussie of the Month
- Ongoing messages of Anti-Bullying through activities and initiatives such as National Day of Action Against Bullying & Violence; Harmony Day; Visiting Performances with Anti Bullying themes; Poster Competitions; Police Visits; Parent Workshops; and information distribution.

Completed by:

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Position: Principal

Signature:



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