



KITCHENER

PUBLIC SCHOOL

"ONE FOR ALL"

Anti – Bullying Plan

2024

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.

KITCHENERS 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.

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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	School expectations and revision of Positive Behaviour Policy and practices
March	National Day of Action against Bullying and Violence- In class activities around inclusion and harmony
Ongoing	Explicit teaching of positive behaviours which link to the school's positive reward system through dedicated classroom lessons around kindness and friendship
Ongoing	Whole school conversations around anti bullying, Consistent language use across the school.

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
March	National Day of Action against Bullying and violence - communicate themes and sharing of resources
April/May	Introduction of structured lessons around kindness and respect
June	Sharing of anti bullying plan (staff)



1.2 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.

- Anti bullying plan and schools positive behaviour system is provided in casual folder 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 and how to consistently respond to reports of bullying behaviour.
- Mentoring of new staff to support classroom management including promoting positive classroom and playground environments and management/response to negative behaviours.
- Introduction to school bytes for new and ongoing casuals.

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
Ongoing	Information through assemblies
Ongoing	School website school Facebook and/or school newsletter - Bystander behaviour
Ongoing	Contact with parents regarding individual incidents, including wellbeing and behaviour support including.

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.

- Recognition and celebration of Harmony day
- Rewarding positive behaviours, including acts of kindness, through school reward Fantastic Freddy’s system
- Embedding of the 5 ways of wellbeing into school practice, programs and supports
- Welfare/wellbeing initiatives such as additional lunchtime activities
- Curriculum- All classes cover child protection and respectful relationships education as part of the mandatory PDHPE K-10 Syllabus
- Professional Learning for staff to support student wellbeing on Positive Education including Trauma informed practices and the use of 5 Ways to Wellbeing as a scaffold for Positive wellbeing within the school.

Completed by: Chloe Power

Position: Assistant Principal

Signature: *Chloe Power*

Date: 19/8/24

Principal name: Catherine Boorer

Signature: *Catherine Boorer*

Date: 19/8/24