

ANTI-BULLYING PLAN 2023

Kincumber 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.

Kincumber 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	PBL - School-wide expectations, non-classroom settings, classroom settings, routines and procedures as needed
Term 2	PBL - Problem-solving and conflict resolution - Zones of Regulation & Goldie's Wheel
Term 3	PBL - Bullying Prevention YCDI - Bullying - The Power to Cope
Term 4	Problem-solving and conflict resolution - review

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	PBL/YCDI/Smiling Minds/Child Protection refresher for all staff
Term 1 SDD	Classroom Culture PL - five core principles: calm and consistent, sustainable routines, first attention to best conduct, scripted interventions
Term 1	The Anxiety Project - building resilience and mental strength
Term 1 - 4	Twice termly staff meeting topic focussing on school-based data to inform changes to systems and practices

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.

- All staff have refresher and booster training in the first few weeks of the new school year.
- New staff have a structured individualised induction to systems, data and practices with the Assistant Principal - Engagement in the first weeks of school.
- A PBL staff handbook is reviewed annually and provided to new and casual staff.
- The Assistant Principal - Engagement briefs new casual staff when they enter on duty at 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 topic
Term 1	Parent meeting i.e P&C and Meet the Teacher morning - Defining student bullying and school supports.
Term 2	School website and school newsletter - Introduction to Bullying - The Power to Cope program in Term 3
Term 3	Parent portal - Stage 2 and 3 teachers send individual communication about program implementation in their classroom.
Term 4	School newsletter - information about NSW DoE AntiBullying website

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.

Bullying - The Power to Cope - Based on the latest research in cognitive-behavioural therapy (CBT) and developed to meet a need. This program helps students when being teased or bullied to re-structure their stress-creating, extremely negative self-talk (ways of thinking) to more moderate, less stress-producing self-talk. Students learn the importance of not taking anti-social behaviour personally and that they can tolerate different forms of bullying, including cyber-bullying. There are four parts to this curriculum which can be delivered as a whole day or over several sessions.


Owning Up and **Bullying. So not ok**. These programs are facilitated by female teachers to address girls' friendships, friendship dynamics and group behaviour as they transition to secondary school in response to identified need.

Positive Behaviour for Learning (PBL) is an evidence-based framework that brings together the whole-school community to contribute to developing a positive, safe and supportive learning culture. The framework assists schools to improve social, emotional, behavioural and academic outcomes for children and young people. The bullying prevention focus of PBL in Term 3 is "Expect Respect"

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