

# ANTI-BULLYING PLAN 2021

## Karuah 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.

### Karuah 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  |
|-----------|---|
| Weekly    | Whole school K-6 assemblies to communicate school values and positive behaviour expectations.                               |
| Each term | Assembly topics include bullying information. ( <a href="https://bullyingnoway.gov.au/">https://bullyingnoway.gov.au/</a> ) |
| Annually  | K-6 participate in outsourced bullying presentation/production.   |

## 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                             |
|-------------|--|
| Annually    | Review of PD/Health Units that explicitly focus on bullying information.   |
| 2x per term | Communicate values focus for the next period in the communication meeting. |
| Annually    | Review of school anti-bullying plan, values and expectations.              |
| Term 4      | Staff to participate in anti-bullying professional learning.               |

## 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.

- information is provided in a handout 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
- the principal speaks to new executive staff when they enter on duty at the school, as part of the induction process.
- new staff receive a Karuah Public School Wellbeing Procedure pack which includes information relevant to all procedures and guidelines.
- visual flowcharts 'Classroom and Playground Procedures' are displayed in classrooms for new staff to refer to and/or utilise.

## 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.

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      | PBL committee - assist in defining student behaviour expectations and supports for bullying behaviour.   |
| Weekly    | School website and school newsletter to communicate wellbeing focus and school behavioural expectations. |
| Annually  | Parent Information Session to communicate Wellbeing procedure which includes the anti-bullying strategy. |
| As needed | Parent/Teacher meetings to discuss bullying concerns and procedures.                                     |

## 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.

- Mandatory Child Protection lessons (K-6).
- Support provided through LST meetings (including identification of bullying behaviour and additional support for CT, parents and student/s - both victim and bully).
- Learning Support Team (LST) monitoring and records maintenance processes of students who are identified as having been bullied or engaging in bullying behaviour.
- Executive Team - ongoing monitoring and assessment of the school's performance against the Wellbeing and School Excellence Frameworks.
- Explicit teaching of school Core Values.
- Class teachers ensure a safe and supportive learning environment by ensuring consistent procedures for the reporting and management of bullying.
- Executive support by Assistant Principals, Deputy Principal and Principal, where required.
- Promotion of the Student Wellbeing Hub website for information and activities.
- ARCO training for staff and ongoing anti-racism support as required