

# ANTI-BULLYING PLAN 2025

## Kempsey South 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.

### Kempsey South 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
Beginning of each term	<u>Behaviour code for students.</u>
Weekly Assembly	Addressing issues in the school and reminders about anti bullying strategies.
Term 1 Week 3	Cyber Bullying workshops for whole 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
Term 2	Functional Behaviour Assessment : Examining why people bully.
Term 1	Cyber bullying in schools
Term 1 wk 10	Anti bullying intervention PL

## 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.

New and Casual staff are given a copy of the School Behaviour Support and Management Plan when inducted to the school. This outlines the expectations and strategies to respond to student bullying behaviour. Significant incidents of concern are reported immediately to Executive staff, who will follow up as appropriate.

## 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, parent/teacher night - Defining student bullying and school supports
As required	School website school Facebook and/or school newsletter - Bystander behaviour

## 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.

Kempsey South Public School prides itself on building positive, respectful and trusting relationships between teachers, students and families. Teachers ensure that all students receive affirming notice and support each day. Teachers use conversation as an opportunity to model healthy attachment principles, positive relational culture expectations and peer support, and they teach and show relationship skills in their conversations, de-escalation, and conflict management interactions with students and each other. Students receive explicit teaching of behavioural expectations, school and class rules, school values and social emotional competencies. This ensures that they can develop the skills and capabilities needed to engage successfully and positively with school and the wider community. Our learning environments encourage the recognition and acknowledgment of positive behaviour through praise and recognition, rewards and reinforcement, and formal awards systems.

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Date: 12/12/2024