

# ANTI-BULLYING PLAN 2023

## Kings Langley 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.

### Kings Langley 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	Introduction to Positive Behaviour for Learning (PBL) and our Behaviour Management Plan occurs at the start of each year.
Terms 2-4	Our PBL program continues to support student behaviour, teaching appropriate interactions, social emotional learning and restorative justice across K-6.
Term 2	Our Police Youth Liaison Officer comes to the school and speaks with Stage 3 students about cyberbullying and actions to take.

## 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	Introduction of behaviour response planning in line with Department guidelines and Tiered response to behaviour providing consistent guidelines for teachers and student responses to behaviour.
Term 2	Professional learning on our school Behaviour Management Plan, including new changes and support materials.
Term 3	Whole school professional learning on restorative justice and responding to student behaviours, including bullying.
Term 4	Whole school professional learning on solution focussed conversations and responding to student behaviours, including bullying.

## 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 new and casual staff will be informed about the school's approaches and strategies to prevent and respond to student bullying behaviour, when it does occur. For example:

- Our staff handbook provides information for all staff on our school's response to bullying. This is given to all new and casual staff.
- Executive staff conduct induction for all new staff that includes information on our school's response to bullying.
- All school policies are made available to new and current staff and are updated regularly, with changes to the policy communicated to all staff through internal channels and significant changes accompanied by professional development for all staff.

## 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	School approach and response to behaviour and bullying shared with all families via school newsletter.
Throughout	School Anti-bullying Plan and associated documents available through school website. Changes to this plan are communicated through the school newsletter as they happen, and the online versions of these documents are updated.

## 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.

Kings Langley Public School explicitly teaches appropriate behaviours through our Positive Behaviour for Learning lessons. These lessons, target social-emotional learning, emotional regulation and appropriate behaviours, aligning with our school values of being respectful, resilient and a learner.

In addition, we teach and support positive behaviours through our behaviour management system which ensures consistent teacher responses are employed for all behaviours and are underpinned by a restorative justice approach. We employ a tiered approach to behaviour management, drawing on the care continuum when supporting and responding to behaviours, including bullying behaviours.

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