ANTI-BULLYING PLAN 2024

Kiama High 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.

Kiama High 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	Behaviour code for students
Term 2	Anti Bullying Presentations for Stage 4 students
Term 2	Cyber-Bullying presentations for Year 7-9 and parents
Ongoing	Reminders at whole school and cohort assemblies about expectations as well as Police Youth Liaison Officer visits.

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	Staff PL on School behaviours, Expectations and Follow Up Procedures
weekly	Wellbeing meetings Tuesday and Thursday
Term 2	PL whole staff meeting: Mediation Strategies, Bullying Procedures and Follow Up - staff responsibilities.
Term 4	Review of Bullying response procedures.

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 handbook to all staff, including new and existing when they enter on duty at the school at the start of the year.
• At the beginning of each year, all staff received a refresher on Wellbeing and Bullying Procedures
• the principal speaks to new and executive staff when they enter on duty at the school, as part of the induction process
• Year Advisers are provided with a handbook which outlines steps in the procedures of responding to bullying
 • throughout the year, reminders and refreshers to procedures are delivered to staff in response to reported incidents.

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

NSW Department of Education | PD-2010-0415-01-V1.1.2 | Applicable from 27/01/2021

If this is a printed document, refer to the department's Policy Library for the most recent version.

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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
ongoing	regular updates to school website, facebook and Instagram
fortnightly	newsletter items that respond to reported incidents as well as intermittently thorughout the year.
ongoing	In response to reported incidents, staff make contact home to address matters as well as offer supports and strategies for supporting their children
Annually	Parent information evening

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.

Kiama High School is a strong Positive Behaviour for Learning School, with clear procedures in place to respond to all reported incidents of harassment, intimidation or bullying. These are deleivered fortnightly and in response to reported incidents or events.
Restorative practices are utilised in mediation.
Stymie is an anonymous platform for reporting bullying, behaviour and mental health concerns
Year group bullying presentations around bullying and upstanding.
Peer Leader Program in Year 7 in accessing supports
Year 8 and 10 students undertake Teen Mental Health First Aid Training
Staff trained in Youth Mental Health First Aid Training annually
National Day of Action Against Bullying and Violence - student awareness campaign in school in August each year. This is delivered by students, for students.
Annual celebration of Harmony Day in Term 1

Completed by: Gemma Crane and Melissa Anthony

Position: Head Teacher wellbeing and Deputy Principal

Signature: ANTHONY, Melissa   Digitally signed by ANTHONY, Melissa Date: 2024.03.05 13:50:49 +11'00'   Date: 5 March 2024

Principal name: Catherine Glover

Signature: _[signature]_   Date: 11 March 2024