

# ANTI-BULLYING PLAN 2024

## Kurri Kurri 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.

### Kurri Kurri 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 2024	Behaviour code for students presented at year meetings, Whole year group presentations Including: Backflips Against Bullying, Tomorrow Man, Tomorrow Woman
Term 2 2024	3 x Whole year group wellbeing formal assemblies Do it for Dolly Day – whole school event including additional anti-bullying activities
Term 3 2024	3 x Whole year group wellbeing formal assemblies Whole school communication about positive relationships leading into Prep for Bully No Way and NDA, R U OK day?

Term 4 2024	3 x Whole year group wellbeing formal assemblies Building positive relationships and safe school climate
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## a. 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	School Anti-bullying plan, link to policy and behaviour code for students to go onto KKHS Staff TEAMS and introduced at staff muster. Year Advisor process for managing referrals of bullying. Executive meeting to update whole school behaviour system
Term 2	Whole school communication of updated behaviour systems.
Term 3	Consistent messaging and reinforcing of behaviour expectations across the whole school, consistent with whole school events
Term 4	Continuing to reinforce a safe school by promote positive relationships.

## b. 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.

Casual staff: Receive KKHS policy and procedures information regarding behaviour expectations for students in all areas of the school upon induction and are aware of updates via TEAMS, are introduced to a supervisor/executive to whom they can report any concerns of bullying. New staff to the school are a part of an induction process led by Business Manager, Principal, Senior Executive, Head Teachers of KLAs and HT Engagement to understand the school's systems, data and processes that promote positive behaviour, including the school's response procedures to bullying and antisocial behaviour.

## 4 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.

### a. 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

## b. 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 Meet the Teacher evening, social media posts and school newsletter promoting positive school culture and literature to increase parent understanding.
Term 2	Attachment to school newsletter and promoted on social media: What is bullying. How do we respond to bullying?
Term 3	Attachment to school newsletter: Bystander behaviour. Promotion through Newsletter and social media: National Day of Action, Bully No Way
Term 4	Attachment to school newsletter: Anti Bullying support services and programs

## 5 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.

Individual skill building through WELS support programs and access to outside support counselling services onsite

Wellbeing day initiatives such as National Day of Action and Bully No Way in August 2023, as well as Harmony Day, RUOK? Day and White Ribbon Day. NAIDOC Week of inclusive programs internal and external to the school.

Wellbeing week - every week 7 of every term for every year group. Activities to facilitate a sense of belonging to the school and promotion of harmony among students.

TGIF - Friday lunch activities promoting fun group activities during Friday lunch break 1.

Newly revamped positive behavioural reward system

Year group community and school projects

JAECG, SRC and Interact groups for students to participate in.

My Strengths: Positive Psychology approach to student wellbeing

Tomorrow Man and Tomorrow Woman workshops for students in years 10-12

Whole School Extra Curricular Period to promote positive connections and a sense of belonging

Completed by: Toni Wilson, Joshua Brown, Jane Somerville, Kasey Brady

Position: Deputy Principal

Signature:

Date: 6/04/2024

Principal name: Alan Hope

Signature:

Date: 6/04/2024