

ANTI-BULLYING PLAN 2023

Kingscliff 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.

Kingscliff High School 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
Ongoing	All Year advisors to regularly discuss Kingscliff High Schools' values and expectations with students and revisit as required throughout the year.
Ongoing	Year 7 and 8 – Humanities curriculum focusing on respectful and supportive relationships, social emotional learning and development. This is explored in our Year 7 K-Week orientation days and the introductory topic 'All About Me'.
Ongoing	Positive Behaviour for Learning – Specific messaging on student expectations of STAR – (Safe, Tolerant, Achieving and Respectful) is embedded in Kingscliff High Schools daily practices/lessons and communicated through KHS parent and student Handbook.

Term 2	Cyber safety workshop delivered by local Police Youth Liaison Officer – explaining the importance of being safe online and education to support cyber safety.
Term 3	Upstander Day – Program delivered specific to Year 7 and 8 students to reduce bullying behaviour by supporting bystanders to be upstanders and to develop a culture that actively promotes positive relationships.
Term 2 and 4	Year 8 – Take a Stand – program which builds students awareness and skills around core values, self-respect, responding to peer pressure, and setting personal boundaries. Year 10 - Love Bytes – Respectful relationship education program.
Term 3 and 4	Year 7 Peer Support program – encourages peer connections throughout the school with Year 9 being peer leaders who assist students in developing practical skills to enhance social and emotional wellbeing.
Term 3	Introduction to all wellbeing staff including school Anti-Racism Contact Officers (ARCO), Year Advisors, Head Teachers, Student Support Officer and School Counsellor, outlining their roles, communication modes and locations within the school.
Ongoing	Stymie – Stymie is an anti-bullying reporting system that is introduced at whole school assemblies and instructions for use is provided to students. Monitoring and response to notifications completed by executive staff.

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
Ongoing	Staff Professional Learning – e.g. Accidental counsellor, Trauma Informed Practice, MAPA, Conflict Resolution training and Non-Violent Crisis Intervention Training.
Ongoing	Wellbeing Team Meetings held for information sharing along with behaviour and wellbeing strategy reviews. Development of strategies to address student wellbeing needs across staff and school cohorts communicated through wellbeing meetings.
Ongoing	Communicate Student Use of Digital Devices and Online Services procedure along with Anti-bully Plan to staff and promotion of e-Safety professional learning to all staff.
Ongoing	Mental Health First Aid Training – offered to all staff throughout the year as it arises.
Ongoing	Promotion of NSW anti-bullying website for advice for staff, students and parents along with anti-bullying response and reporting procedures communicated to all staff during whole staff meetings.
Yearly	Tell Them From Me staff surveys to seek feedback on staff wellbeing, learning culture and school inclusivity.

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 to all new and casual staff in Kingscliff High School staff Handbook when they enter on duty at the school.
- Kingscliff High School Business Manager provides an induction package 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.
- Staff members are provided with an induction by an executive member which includes an introduction to the school's Anti-bullying Policy, reporting procedures for incidents of bullying and the roles of various staff members in the response process for addressing issues of bullying.
- New and casual staff will receive a copy of the schools Anti-Bullying Plan upon commencement of employment.
- All new and casual staff are provided with access to Sentral for reporting purposes and are required to enter all reported incidences.
- All teachers need to ensure students concerns are addressed and reported.
- All staff are directed to Professional Learning that is relevant to supporting student wellbeing.

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	Year 7 parent night – Police Youth Liaison Officer communicates with parent/carers information and education around cyber safety and cybercrime.
Term 4	P&C meetings – Executive team present on the Anti-bullying Plan, role of Anti-racism Officer (ARCO) and wellbeing staff and wellbeing programs delivered at Kingscliff High School.
Ongoing	School website, school Facebook and/or school newsletter – Articles and resources provided for parents on strategies to respond to issues of bullying, and methods of reporting bullying issues outlined
Ongoing	Promote <u>e-Safety parent courses</u> and resources through newsletter and Facebook
Ongoing	Aboriginal Team Parent and Community meetings – meetings focusing on student education strategies to build on connection to learning and wellbeing (PLP discussion and review also embedded in meetings).

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:

- NAIDOC Week
- National Sorry Day
- Reconciliation Week
- Harmony Day
- Termly PBL Reward Days.
- Upstander Day – A program which builds students awareness and skills around core values, self-respect, responding to peer pressure, and setting personal boundaries.

- Take a Stand – Program for Year 8 students that focuses on building relationships and life skills.
- PCYC Fit to Learn Program – leadership and life skills education program.
- PCYC – Perfect Presence program- offered to students in Year 7-10, targeting attendance, resilience and work readiness.
- Boys Group - ran by Student Support Officer – student wellbeing, team building skills, engagement to learning.
- REAL Skills- Boys and Girls Groups- ran by The Family Centre, focusing on student wellbeing, team building and school re-engagement.
- Love Bytes – A program targeting Year 10, a respectful relationships education program.
- Seven Up – The Family centre – A transition program for engagement to learning as Year 7 transition to high school.
- Youth Worker – The Family Centre- 1:1 support for students.
- Kingscliff Rotary- Film Project- Year 10 students have been invited to participate in a film project focusing on building knowledge and understanding 'Towards Respectful Relationships'.
- YAM- Youth Aware of Mental Health Program- A program targeting Year 10 students to promote increased knowledge about mental health.
- Annual Tell Them From Me Student Surveys- Surveys conducted with the entire student body to seek feedback on wellbeing, engagement, teacher and student relationships and school culture.
- Rock and Water- A program focusing on resilience, problem solving and developing self-respect that is offered to students in Year 8 and 9.

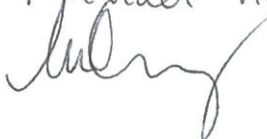
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Signature: 

Date: **9/11/23**

Principal name: **Michael Hensley**

Signature: 

Date: **9/11/23**