

# ANTI-BULLYING PLAN 2024

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## Ungarie Central 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.

### Ungarie Central 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	<p>Assembly - Executive staff to outline clear behaviour expectations.</p> <p>Classroom teachers (K-6) to review PBL, behaviour expectations at school and Department of Education's 'Behaviour Code for Students' (Year 5 &amp; 6 only) .</p> <p>Year Advisors (7-12) to discuss the Department of Education's 'Behaviour Code for Students' and school PBL policy in lesson.</p> <p>Harmony Day lesson and activities (K-12)</p>
Term 3	National Day of Action Against Bullying lessons and activities.
Ongoing	<p>Reminders at weekly assemblies and Year Advisor Meetings (7-12).</p> <p>Wellbeing lessons (FRIENDS &amp; Wellio)</p> <p>Daily check-ins to monitor using Sentral LifeSkills Go (K-6) and Wellio (7-12).</p> <p>Recognising and observing Aboriginal Histories and cultures through Acknowledgement of Country at all events.</p>
As needed	<p>Small group intensive social/emotional skills lessons taught as need arises using activities such as Theragames.</p> <p>Kids Helpline sessions determined based on student need. (K-6)</p>

## 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	FRIENDS and Wellio Training. Review of Wellbeing & PBL Policy
Term 2	Review of Staff Handbook and Student Behaviour Support and Management Plan.
Term 3	Staff professional learning on CESE 'Anti-bullying interventions in schools - what works?'
Ongoing	<p>Reminders of UCS PBL values.</p> <p>PBL team meetings.</p> <p>Learning Support Team meetings.</p> <p>Executive to track Life Skills Go and Sentral data.</p> <p>Staff to complete mandatory training for Code of Conduct.</p>

### 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 Staff:

- Provided with a Staff handbook contains information about anti-bullying plan, support systems, and Behaviour Management Policy
- Participate in an induction meeting with an executive staff member and other relevant key staff (e.g. PBL team member) where programs and policies are explained.

Casual staff:

- Day sheet includes a summary of PBL and behaviour management systems
- Casual staff introduced to an executive member to whom they can report any bullying concerns.
- Posters are visible in all school settings that promote our school expectations

## 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	Meet the Teacher & Welcome Back Afternoon Tea, Parent/teacher meetings. High School information sessions. Parents are provided with a copy of the UCS Handbook which includes information on our Wellbeing and PBL policy.
Term 3	Parent/teacher meetings
Ongoing	Newsletter articles and Facebook posts. Teaching and executive staff will contact individual parents through Sentral parent messaging or phone calls if an incident involving bullying occurs involving their child to discuss follow up and family support including referrals to the Learning Support Team.
Each term	Updates on wellbeing activities are included in the newsletter and information is provided on support programs offered e.g. Got It! program and Kids Helpline.

## 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:

<p>Wellbeing &amp; PBL lessons – one hour per week of explicit instruction.            FRIENDS program (Kindergarten – Year 6) &amp; Wellio (Year 7 – 12) (explicit instructions on relationships, resilience and social-emotional learning)            K-2 – Got It! Program            Year 6 Transition to High School Program            Little Humbugs Kindergarten Orientation and transition program.            Year Advisor Meetings            Career and Transition Sessions            Co-connect Program (Peer support program - Kindergarten to Year 6)            School Behaviour Support and Management Plan            Wellbeing &amp; PBL Policy            Sentral documentation – including referrals to the Learning Support Team and tracking of wellbeing and behaviour concerns.            PDHPE units of work with a focus on diversity and difference, rights and responsibilities, and helping others.            Creative Club lunch time program and Wellbeing Wagon at recess            Breakfast Club            Formal Assemblies throughout the year recognising positive effort, behaviour (Humbug Awards, tickets, PBL Raffle) and achievement across a diverse range of academic, extracurricular and community service areas.            Rewarding positive behaviour – PBL tickets and raffle, attendance awards, Humbugs Merit Awards, Reward Day Excursions (each Semester) as per Wellbeing &amp; PBL Policy.</p>
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School counsellor referral system – staff, parents and students (self-referrals) can refer to the school counsellor.  
ARCO support available for referral for incidents of racism.  
Evaluation of TTFM data by executive and at a whole school staff meeting  
Individual student behaviour support plans  
School Camps – Year 10 Life Ready  
Encouragement of student voice through SRC representatives from each year group and providing time in class for students to bring up concerns etc.  
Monitoring of attendance data by executive staff.

Completed by: Kathleen Morgan

Position: Assistant Principal

Signature:

Date: 05/06/2024

Principal name: Terrie Payne

Signature: 

Date: 05/06/2024