

ANTI-BULLYING PLAN

Cromer 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.

Cromer Public School 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 Take a Stand Together! (National Day of Action Against Bullying & Violence/Harmony Day)
Term 2	Strategies to deal with bullying - Discourage, prevent, identify and respond
Term 3	R U OK? Day Self management and self awareness strategies relating to our core values
Term 4	Videos on how to respond to bullying behaviours

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	Code of Conduct (annual updates and review), Student behaviour code, the care continuum
Terms 1 - 4	Explicitly teaching and reinforcing respectful relationships
Term 2	Anti-Bullying Flowchart
Ongoing	Learning and Wellbeing Team meetings (fortnightly) & PBEL updates

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.

- The Principal, or delegate, speaks to new staff when they enter on duty at the school, as part of the induction process (Term 1, annually).
- Casual staff are provided with an information folder when they enter on duty at the school, part of induction process. An executive staff member speaks to new and casual staff when they enter on duty at the school.
- Staff Development Day Term 1 includes an annual 'VIP' presentation identifying students and issues causing concern.

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
Ongoing	Enrolment/Information packs (provided during ES1 transition & individual enrolment interviews)
Ongoing	Fact sheets and information to be included in Newsletters
Term 1	Publish updated plan in newsletter and website
Terms 1 - 4	Publish 5 step anti-bullying plan; communication to parents around the social and emotional wellbeing programs.

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.

- Our school values of Respect, Achievement, and Responsibility underpin Positive Behaviour Engaging Learners (PBEL). We have a school-wide consistent, holistic, strategic, and preventative behaviour management system. This system includes acknowledging positive behaviours and managing misbehaviours. Cromer Public School proactively promotes conflict resolution and develops positive social skills.
- Focused & targeted messages/presentations during assemblies and in newsletters.
- Social and emotional wellbeing programs: Second Step, Zone of Regulations, Pastoral Care program, Student Leadership, Buddy program, Social Skills program, Dance Sport, Life Education.
- The Learning and Wellbeing Team, which includes the school counsellor, effectively identifies and supports students who are at risk through early intervention and targeted support.
- Utilise the care continuum to facilitate the implementation of a whole-school, prevention-focused, and positive approach to behaviour support to meet the needs of all students.

Completed by: Karen Mitchell

Position: Relieving Deputy Principal

Principal name: Julie Johnson

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