

# Cromehurst School 2024

## Anti-bullying Plan 2020

**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.

### Cromehurst 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
Weekly	PBEL expectations communicated daily in class and during whole school assemblies
Ongoing	Celebrating positive behaviours through PBEL awards, Class token reward systems and end of year awards
Daily	Learning positive social interactions and relationships

## 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
Annually	Professional Learning to staff on anti-bullying policy
Weekly	Staff collaborative discussion on student behaviours and share behavioural management strategies
Per Term	PBEL professional learning on teaching positive social interactions and relationships

## 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.

Before they commence work at Cromehurst School, all new staff are given a PBEL brochure and a detailed school staff handbook. They are then provided with a detailed induction from the principal or an executive staff which includes further information on PBEL expectations and rewards systems used throughout the school to encourage positive behaviour and reduce any bullying behaviours.

## 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 topics
Weekly	PBEL award recipients are mentioned in weekly newsletter sent to parents to celebrate student abilities
Annually	School website provides information on PBEL at our school and provides links to Anti-bullying policies
Monthly	PBEL information shared with parents at P&C meetings and in the newsletter
Ongoing	PBEL brochure available for parents in the front office

## 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.

- PBEL Class Token Rewards allow students to earn tokens as a class for positive behaviours and celebrate successes together as part of the group when a set number of tokens are earned. This enables our students to positively acknowledge each other's positive behaviours and learn to appreciate the differences they bring to their social group and peers.
- Individual awards presented in weekly assemblies.
- Staff ratio, LST, behaviour management plans all contribute to wellbeing and positive behaviours
- Resilience Doughnut Framework is being implemented for all staff and students

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