

ANTI-BULLYING PLAN 2023

Cherrybrook 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.

Cherrybrook Public 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 2023	Student Code of Conduct and whole school fortnightly focus on positive behaviour linking to our core values and behaviour expectations
Ongoing 2023	Whole school award system linking to our Student Code of Conduct
Term 2 2023	Cyber Safety Talks with Police Youth Liaison Officer addressing issues around digital citizenship, anti-bullying and cyber-safety with Stage 3 students
Annually	National Day of Action Against Bullying and Violence, Harmony Day promoting acceptance and diversity

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	Review Student Behaviour Support and Management Plan including classroom strategies, restorative practices and whole school award system.
Term 2	Weekly staff meetings including reminders and refreshers on existing policy and procedures. Learning and
Term 3	Weekly staff meetings including reminders and refreshers on existing policy and procedures. Learning and
Term 4	Weekly staff meetings including reminders and refreshers on existing policy and procedures. Learning and

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 members receive an induction when arriving at our school.
- An Executive staff member speaks to new and casual staff and they are provided a casual folder. Casual folder includes expectations, procedures, Student Code of Conduct and Student Behaviour Support and Management Plan.
- The Principal speaks to new Executive staff when they enter on duty at our school, as part of the induction.

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
Beginning of the year	Parent Information Evening - student behaviour expectations
Term 3	National Day of Action against Bullying and Violence - awareness and education communicated with our school community
Ongoing	School newsletter inclusions and school website.
Ongoing	Parent voice - Tell Them From Me Surveys and school based feedback. Positive teacher/parent relationships with teachers proactively working with families to address concerns and support positive

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 strong wellbeing focus ensures that every student can recognise a member of staff that is able to support and guide them each year.
- Student voice in development of Positive Behaviour signs around our school playground
- Student leadership opportunities
- Staff modelling respectful and harmonious relationships
- Whole school fortnightly focus on positive student behaviour lessons. Explicit teaching of expected and positive behaviours
- Wellbeing programs and initiatives including: Zones of Regulation, lunch time activities/clubs
- Participation in awareness days
- Wrap around school support with Learning and Support Team and Whole school classroom and behaviour management systems to support positive behaviour.

Completed by: Mrs Rebecca Jager

Position: Deputy Principal

Signature: 

Date: 26 July 2023

Principal name: Mr Harry Vassila

Signature: 

Date: 26 July 2023