

ANTI-BULLYING PLAN 2023

Cessnock East 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.

Cessnock East 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
Daily	Behaviour code for students - It's Your Choice
Weekly	Student assemblies to celebrate core values, recognition of kindness and student success
Needs based	Explicit reteaching of student wellbeing values as required by classroom teacher/executive
Needs based	It's Your Choice lessons as determined by Student Voice

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
Fortnightly Weekly	Learning and Support meetings to monitor student wellbeing and behaviour K-6 Student welfare addressed at staff meetings
Daily	Communication with parents and carers around student wellbeing concerns
Each term	Professional learning for all staff
Term 4	Anti bullying plan and policy review

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 teachers and executive staff will be given an induction package by the principal upon entering duty at school. The induction package will contain information about the school's Wellbeing Policy, It's Your Choice and the Anti-Bullying policy.

Casual teachers will be given information about our school's Wellbeing Policy, It's Your Choice and Anti-Bullying Policy in the casual booklet when they enter duty at school.

Classroom teacher communicates any known student wellbeing issues through day planning for casual teachers. Class profile included in classroom communication folders.

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
Website Needs based	All current policies and documents are kept up to date on our website
Sentral updates Each term	Behaviour code and It's Your Choice are communicated through Sentral updates
Pamphlet Term 1	Students are taught the It's Your Choice/Wellbeing policy in Term1 and a pamphlet sent home to parents
Phone Needs based	Classroom teachers, Executive and Principal communicate with parents/carers about bullying concerns

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.

K-2 participate in weekly social/emotional lessons following the Worry Woo - Embrace your Emotions program.

3-6 classroom regularly 'Take the Temperature' providing students with a confidential process to report bullying and concerns.

Use Your Voice program taught to encourage students to speak up - even if your voice shakes.

Explicit teaching of skill and understandings that will lead to reducing and eliminating bullying behaviours.

Explicit teaching of the school's behaviour expectations and the explicit teaching of wellbeing messages.

Buddy programs

Student Support Officer (SSO) available on a Wednesday and Friday as a support for all students.

Completed by: Alanna Simmons

Position: Relieving Principal

Signature:

Date: 16.05.2023

Principal name: Alanna Simmons

Signature:

Date: 16.05.2023