

ANTI-BULLYING PLAN 2024

Cabramatta West 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.

Cabramatta West 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
Term 1	Behaviour code for students
Term 1-Term 4	PBL expectations: We are safe, respectful, responsible learners (Explicit Teaching)
Term 1	Backflips against Bullying performance show Wednesday 3 April, 2024
Term 3	National Day of Action Against Bullying K-6 Friday 16 August, 2024

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, Updated Student Behaviour Policy.
Term 1	Communicate - PBL policy, Student behaviour code, anti bullying resources and Behaviour support toolkit.
Term 2 - 3	Review of anti-bullying interventions and consultation of Student Behaviour Support and Management Plan.
Term 4	Review and publication of the Student Behaviour Support and Management Plan.

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.

INDUCTION

- All new and casual staff, when they enter on duty, to be inducted by the administrative staff and provided with information about 'Caring for our Students', school expectations and procedures, and the school's approaches and strategies to prevent and respond to student bullying behaviour.
- All new and casual staff receive information provided in a handout, when they enter on duty, of Induction Booklet, LST Handbook, PBL Handbook, Student Behaviour Code.
- All new and casual staff to be introduced to the Deputy Principal.

PROFESSIONAL LEARNING

- Responding to and preventing bullying with an understanding of DoE Policy, Behaviour Support Toolkit, the Behaviour Code for students, school processes and Anti-Bullying Plan.
- Identify and respond to incidents of Bullying behaviour through PBL.
- Communicate incidents of bullying to AP/DP support and LST.
- Using School Bytes to review incidents and monitor behaviour incidents.
- Organise a plan of support/intervention for students who are victims of bullying or are the bully.

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 session - Student Behaviour Code and PBL behaviour expectations
Term 2	Parent Forum - School Community Charter and Student Behaviour Support and Management Plan
Term 1 -4	Information shared on School Bytes App, and school social accounts to promote Anti-bullying messaging and provide resources for parents to support school initiatives 
Term 4	Parent information Session - Kindergarten Transition Program

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.

- Explicit PDHPE lessons (and social skills programs, where necessary) as per the curriculum
- Embed anti-bullying messages into teaching and learning programs
- Implement explicit PBL lessons that reinforce school wide expectations
- Engage:
 - students, staff and parents in surveys in areas of wellbeing
 - with external providers, school counsellor and the LST to support student wellbeing
 - Learning Support Team (referrals, Risk management plans and Behaviour management plans)
- Celebrate student achievement and acknowledge success through various awards including :
 - CWPS Spirit Award
 - Class Teacer Award
 - Assistant Principal Award
 - Deputy Principal Award
 - Principal Award and Medallion

Completed by: Reem Hanwell

Position: Deputy Principal

Signature:

Date: April 2024

Principal name: Lyndall Droscher

Signature:

Date: April 2024