

ANTI-BULLYING PLAN 2024

NBSC Cromer Campus

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.

NBSC Cromer Campus 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. All 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
Fortnightly Year Meetings	PBL Whole School Values; Respectful Relationships; Communication Strategies; Diversity;
School Assemblies	Reinforcement of Behaviour Expectations across the whole school.

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
Ongoing	Whole staff participate in Professional Learning groups which have a focus on Effective Classroom Strategies that promote a positive learning environment. Different strategies are presented by Professional Learning Leaders that have been developed by the Classroom Management and PBL Team.
Ongoing	Wellbeing Team participate in school based Professional Learning activities on the Wellbeing Framework and CESE What Works Best research that is shared amongst colleagues.

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.

- At NBSC Cromer Campus new staff participate in a New Teachers Program. New staff are informed of WholeSchool PBL Values and strategies in place to respond to incidents of bullying.
- Casual staff are given a handbook and are supported by Faculty Head Teachers and the Head Teacher Administration in regard to responding to incidents of bullying and inappropriate behaviour.
- New staff have a Teacher Mentor to inform and assist them with Whole School Wellbeing and Discipline strategies that include the prevention of bullying behaviour and response strategies

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.

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	School Newsletter: Wellbeing Section each edition covering a range of topics that promote a positive school culture.
Ongoing	School Website with links to NSW Government website
Start of Year	NBSC Cromer Anti Bullying Policy published in School Newsletter.

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 embeds student wellbeing and positive behaviour approaches and strategies in practices include the following.

- * Acknowledgement of students demonstrating Whole School PBL values through Assembly Rewards Draws, Semester 1 Awards Ceremony and Presentation Evening.
- * Harmony Day is celebrated each year and is an awareness raising opportunity for the school community to celebrate diversity and cultural differences
- * Wellbeing Days with presentations from a variety of organisations
- * SRC coordinates whole school activities such as RUOK Day
- * National Day of Action recognised each year
- * The school's PBL values are consistently modelled and discussed so that students understand what it is to be Respectful and Responsible
- * Peer Support Program
- * Learning Conversations
- * Year 7 Transition to High School Program