

Cardiff North Public School

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.

Cardiff North 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
Termly	Behaviour code for students
Fortnightly	K-6 assemblies where the whole school 'Go for Gold' wellbeing system is acknowledged and reinforced
Fortnightly	3-6 'Parliament' assemblies where students are provided with an open forum to encourage student voice
Term 3	Peer Support program

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
Weekly	Administration meetings involving whole staff where wellbeing issues are discussed and actioned
Daily	Professional dialogue and communication relating to student relationships and wellbeing
Termly	Teaching and reinforcing respectful relationships in PDHPE
Yearly	Professional Learning - Mandatory Child Protection Training

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.

All new and casual staff, as well as pre-service teachers, commencing duty at Cardiff North Public School are provided with an induction folder. This folder details the following school-based information that facilitate staff to prevent and respond to bullying behaviour:

- Code of Conduct and Social Media Policy
- School Rules
- 'Go for Gold' classroom wellbeing plan
- Reward system overview
- SOS (Sort out Something) Guidelines
- Learning and Support Team Referral Process
- How to Guide: entering wellbeing incidents on Sentral

An executive staff member speaks to new and casual staff when they enter on duty at the school and explains key documents in the induction folder.

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
Yearly	Meet the Teacher information session - Defining whole school wellbeing system
Ongoing	School website
Weekly	School bulletin - key wellbeing initiatives communicated and reinforced

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.

Cardiff North Public School has successfully implemented the whole school 'Go For Gold' Wellbeing System since 2019. This system promotes and rewards students for ongoing positive behaviour. Classroom behaviour expectations are consistent across all classes and are explicitly communicated to students both verbally and in the form of visuals. The structure and underpinning values of this system have been communicated to the school community in the form a Community Wellbeing Launch Day, during Kindergarten Orientation parent information sessions and during the enrolment process for new students. Each term, students are rewarded with an 'end of term celebration' activity that is voted on during Parliament and decided as a whole school.

Students also participate in the Peer Support program each year, under the guidance of Year 6 mentors.

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Position: Relieving Assistant Principal

Signature:  Date: 26/5/20

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