

Crown Street Public School

Anti-bullying Plan 2023

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.

Crown Street 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.

Statement of purpose

This plan aims to address all forms of bullying that may occur in the school environment and to provide positive strategies for preventing, reporting and managing all forms of interactions that are not acceptable in the school environment. Our Anti-Bullying plan aims to deal effectively with and prevent incidences of bullying through the provision of positive prevention strategies, support for reporting and managing all forms of interactions that are not acceptable in the school environment.

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.

1.1 Explicit classroom teaching and learning

Student bullying and expectations about student behaviour will be discussed and information presented to promote a positive school culture where bullying is not accepted.

Our school engages in the following practices to promote a positive school culture.

This includes:

- Explicit teaching & modelling of positive behaviours that reflect our school expectations; Safe, Respectful, Active Learners (developed from the Positive Behaviour for Learning framework)
- Implementation of the Kidsmatter: Friendly Schools Plus program and the Student Wellbeing diary which aims to promote awareness of anti-bullying interventions and enhance and develop social and emotional competencies among students
- A whole school K-6 Anti-bullying unit of work that supplements the participation in the National Day of Action against Bullying & Violence
- Student Welfare programs including the Student Leadership Program, Student Representative Council (SRC) and the Kindergarten Buddy program
- Education of whole school community around the identification of and bullying and cyber safety issues including reinforcement and communication to whole school community of school's position of zero tolerance for bullying
- Annual teaching of DoE modules in Child Protection
- Teaching & Learning programs in Personal Development, Health and Physical Education that address the importance maintaining positive relationships and the need for personal and group safety
- Planned initiatives such as Harmony Day, R U Ok day? Reconciliation Week and the National Health and Physical Education Day celebrations that promote and support diversity and acceptance

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
February	Child Protection 2020 update PL
March	Staff discussion of updated Anti-bullying Plan 2020
Term 2	Staff Professional Learning (discussion) of NSW Anti-bullying Strategy https://antibullying.nsw.gov.au/
Semester 2	Staff involvement of self-assessment of The Wellbeing Framework for NSW public schools Staff PL of 'Be You' – national education initiative for mental health

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.

- The CSPS Anti-Bullying Plan is shared with all new and casual staff as part of the induction process

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. We acknowledge that staff, students and families are central to preventing bullying and creating a school climate of respect and inclusion.

2.1. Website

Our school website has information 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
- School Community Charter

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
February	Meet the Teacher evening – discuss Student Welfare programs implemented
March	National Day of Action Against Bullying and Violence – school partnership information shared via School E News, school Instagram page, school newsletter and Community weekly planner
Term 1	The PBL Times Newsletter – shares information about Positive Behaviour for Learning framework and school rewards program
Beginning of each term	Stage newsletters outline Student welfare & PDH units of work for each term
March	'School Community Charter' discussed at P&C Meeting and minuted in Principal report.
March	Crown Street Public School 'Anti Bullying Plan 2020' disseminated to community via School E News and school website.

3. Incident reporting and roles of staff

Effective schools use the response to bullying as a learning opportunity for everyone involved. The school's intervention is based on the understanding that children and young people are learning how to be a member of the school and wider community.

Responsibilities of staff

Principal

- Develop a shared community understanding of bullying behaviour that captures all forms of bullying
- Maintain a positive climate of respectful relationships where bullying is less likely to occur
- Develop and implement programs for bullying prevention
- Develop and implement early intervention support for students who are identified by the school as being at risk of developing long-term difficulties with social relationships
- Develop and implement early intervention support for those students who are identified at or after enrolment as having previously experienced bullying or engaged in bullying behaviour
- Empower the whole school community to recognise and respond appropriately to bullying, harassment and victimisation and behave as responsible bystanders

The School Executive

- Provide support to the students affected by bullying
- Respond to incidents of bullying that have been reported to the school quickly and effectively
- Matching a well-planned combination of interventions to the particular incident of bullying
- Provide support to any student, who has been affected by, engaged in or witnessed bullying behaviour
- Provide regular updates, within the bounds of privacy legislation, to parents and carers about the management of the incidents
- Monitor and evaluate the effectiveness of the plan
- Keep staff informed and involved

Teachers & School Staff

- Respect and support students in all aspects of their learning
- Have an in depth and up to date knowledge of Departmental policies relating to bullying behaviour including Cyber Bullying
- Ensure students are supervised at all times
- Respond in a timely manner to incidents of bullying according to the school's Anti-bullying Plan
- Use the Behaviour Recording strategies in place to record all behaviour incidents
- Monitor patterns of behaviour on the playground and in class
- Alert supervising staff of any patterns of behaviour that may fit the definition of bullying contained in this plan
- Implement explicit teaching strategies to develop awareness of all roles in bullying including cyber-bullying
- Implement the teaching of Cyber safety strategies as a routine part of the use of technology across Key Learning Areas and register this teaching in teaching and learning programs
- If a student reports an incident of potential bullying or a teacher witnesses a pattern of incidents defined as bullying they should:
Listen to and support the target of the bullying by acknowledging the nature and seriousness of bullying behaviour, find out the background and communicate the incident immediately to an Assistant Principal or Principal

Incident reporting

Incidences of bullying are reported immediately to any teacher, Assistant Principal or Principal by students and/or parents and carers. Any bullying incidences reported will be investigated and recorded by the Assistant Principals or Principal.

When a bullying incident is reported or observed we will use the following procedures:

- Talk to the children involved about the incidents using our Positive Behaviour for Learning matrix
- Comfort the target and discuss with the performer of bullying consequences of repeated behaviour
- Record the incident in the Behaviour Register, check if other incidents have occurred
- Extreme incidences may warrant stronger consequences as per the Suspension and Expulsion of School Students – Procedures DoE policy

- Monitor the behaviour of the children involved following the discussion for 2 weeks
- If the child/children continues to bully, make an appointment to see parents or carers of all students involved
- Explain the school's Anti-Bullying Plan and the current action being taken by staff at school to monitor the behaviour
- Follow up with a phone call at the end of the two week monitoring period to inform parents of the outcome of monitoring
- If none of these sanctions succeed in stopping the behaviour, the student may be suspended from the playground or from school for a short period of time- as per the Suspension and Expulsion of School Students – Procedures DoE policy
- Support of the School Counsellor will be sought if necessary

If students are being harassed online, they are encouraged to report to the Office of the Children's eSafety Commissioner. The cyberReport team investigates complaints from Australian residents and law enforcement agencies about offensive and illegal online content. If the bullying includes physical threats, the police can trace incidents and it's a criminal offence to use a mobile phone or any form of communication to menace or harass or offend another person.

Commonwealth legislation relevant to bullying, harassment, discrimination and violence include:

- **Disability Discrimination Act 1992**
- **Human Rights and Equal Opportunity Commission (HREOC) Act 1986**
- **Racial Discrimination Act 1975**
- **Racial Hatred Act 1995**
- **Sex Discrimination Act 1984.**

The Attorney-General's Department also provides information and access to various Commonwealth, State and Territory Acts relating to human rights and anti-discrimination.

Crown Street Public School is also bound by the Department of Education documents:

- **Student Discipline in Government Schools**
- **Student Welfare Policy**
- **Bullying: Preventing and Responding to Student Bullying in Schools Policy**
- **NSW Anti-bullying Strategy**
- **Anti-Racism Policy**
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The Anti-Bullying plan and strategies put in place will be evaluated on an ongoing basis and will be formally reviewed every year.

Completed by: William Watt

Position: Relieving Principal

Signature: _____ Date: _____

Principal name: William Watt

Signature: _____ Date: _____

School contact information

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