

ANTI-BULLYING PLAN 2024

Crestwood High 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.

Crestwood High School

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
Day 1, Term 1	AIM Expectations of behaviour.
Ongoing 2024	Behaviour expectations communicated at whole school assemblies and year assemblies by the Principal, Deputy Principal's, HT Welfare and year advisers.
Ongoing	Recognition Assemblies each term for respective year groups. AIM awards issued for positive behaviour in the 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
Day 1, Term 1	Code of Conduct T. Wright Principal – reinforcing respectful relationships.
Day 2, Term 1	My Strengths Staff Training - PL course delivered to staff to help them recognise their own strengths but also to acknowledge the strength of all students.
Ongoing 2024	Wellbeing Notes and Minutes - At the beginning of each year all staff are provided with information about specific students and the wellbeing issues surrounding them. All staff are emailed copies of the weekly welfare minutes.

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.

1. New staff induction – Senior executive speaks with new staff when they enter on duty at the school.
2. Term 1, weekly meetings - staff new to Crestwood induction meetings – senior executive, Head Teacher Welfare, Student Support Officer, Learning and Support Head Teacher, Technology for Learning Officer.
3. Deputy principals – discuss school approach and strategies to new and casual staff when they enter on duty.
4. Staff handbook – includes procedures for handling bullying and complaints.

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
Week1, Term 1 2024	My Strengths Parenting Resources - communicated to all parents in Term 4 2023 and Term 1 2024. Free access to short courses on prevalent issues to teenagers.

Term 1, 2024	P&C meetings – Information regarding specialist girls’ and boys’ welfare programs in the school to support identified students
Ongoing 2024	School newsletter articles about the role of wellbeing in the school, how students can help themselves and bystander behaviour.

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.

- Pastoral Care Lessons in Year 7 & 8. In Year 7 students have 2 Pastoral Care lessons a fortnight and in Year 8 students have 1 Pastoral Care lesson a fortnight. During these lessons students undertake activities focused on building positive relationships, communication with others, offensive language, conflict resolution and the values of a good friend. Pastoral care lessons also feature lessons based upon the Rock and Water Program developed by the Gadaku Institute.
- Focused programs run by School Support Officer - The SSO runs small group and individual programs with identified students. These programs cater for students who are victims and those who are the bully. The programs include Re-navigating Anger and Guilty Emotions, Manage the Bull, The Friendship Program and a Program focused on Anxiety.
- Boys (Untapped) and Girls (Empower Her) Group Programs - these programs run by a teacher coordinator and SSO are targeted group programs for Year 8,9 and 10 students. Students with low self-esteem or who have experienced difficulties with aspects of school are included in these programs that run over 2 terms and culminate in a community project.
- AIM - Positive Behaviour for Learning approach at Crestwood is called AIM. This is a school wide system that outlines expected behaviours and actions for students both inside and outside the classroom. Students have a focused lesson in homeroom once a fortnight.
- Love Bites Year 10 - a targeted program delivered to the whole grade by trained facilitators focusing on respectful relationships and consent.
- SSO Wellbeing Room - The School Support Officer has a dedicated room that supports student wellbeing. Students have access to the room before school and at breaks times. The SSO Room is also an environment that students can go to when elevated or wanting assistance with an issue.
- Parenting Resources and Forum - The P&C committee at Crestwood High School have purchased access to MyStrengths Parenting Resources. These include short courses on a range of topics that Parents and Caregivers can access for free. A Parenting Forum will also be held by the school with a Clinical Psychologist who specialises in teens available to answer parent questions and give advice.
- Student Hubs - each grade has a student Hub that provides them with a pathway to communicate with numerous staff in the school should an issue arise.
- Newsletter - in the fortnightly newsletter there is a section focused on Wellbeing which communicates strategies and information parents about prominent issues to teenagers.

Completed by: Joel Palmer

Position: Head Teacher Welfare

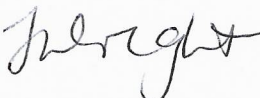
Signature:



Date: 28/3/24

Principal name: Tania Wright

Signature:



Date: 28/3/24