

ANTI-BULLYING PLAN 2025

Cumberland 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.

Cumberland High 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
Ongoing	Positive behaviour for learning – posters are displayed around school and PBL expectations are consistently communicated to reinforce school expectations and behaviours – Respect, Responsibility and Excellence.
Ongoing	PDHPE Curriculum content
Term 1	Introduction to all wellbeing staff (Student Support Officer & school ARCO, school counsellor/s), outlining their roles, communication modes and locations.
Term 2	YSAFE program with the SSO & Police Youth Liaison Officer to discuss Cybersafety

Term 3	National Day of Action Against Bullying
Term 4	Anti-bullying programs targeted to each year group in a dedicated year meeting

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	Staff development and professional learning - define bullying, revisit school's Anti-bullying Plan, including the role of staff members in dealing with bullying issues as identified in the Anti-bullying Procedural document.
Ongoing	'Cumberland Confidential' – Summary of Wellbeing issues across year groups distributed to appropriate staff.
Ongoing	Professional dialogue and communication relating to student relationships and wellbeing.
Ongoing	Fortnightly behaviour summaries on Millennium
Term 1, 2, 3, 4	Formalised wellbeing meetings
Term 3	Anti Bullying Plan 2024 update to all staff
Term 1, 2, 3, 4	Staff meetings for PB4L expectations, Anti-bullying response plans & monitoring (individual students as well)/Promotion of NSW antibullying website

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.

NEW:

- An executive staff member speaks to new staff when they enter on duty at the school (information added to casual folders)
- Beginning teachers/new teachers to the school inducted with Anti-Bullying policies and current school practices.
- Information about school policies and procedures will be provided in a handout to staff when they enter on duty on the premises.
- Information provided to all new staff members on arrival which includes flowchart for responding to bullying behaviours and reporting bullying.
- The principal speaks to new executive staff when they enter on duty at the school, as part of the induction process.

CASUAL:

- Head Teacher Administration speaks to new staff when they enter on duty at the school (information added to casual folders)
- Information about school policies and procedures will be provided in a handout to staff when they enter on duty on the premises.

- Information is provided to all new staff members on arrival which includes flowchart for responding to bullying behaviours and reporting bullying.

ALL STAFF:

- All staff will receive access to Millennium for reporting purposes and are required to enter all reported incidences.
- All teachers need to ensure students concerns are addressed and reported.
- All staff to be directed to Professional Learning that is relevant to supporting student wellbeing.

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
Ongoing	Wellbeing policies, including anti-bullying and anti-racism, as well as promotional photos communicated via the school's website and Facebook.
Term 1, 2, 3 4	Official School communication platform (Facebook) and newsletter used to reinforce the school's position on bullying and to provide information and advice to students and parents.
Term 3	Publish and share new Anti-Bullying plan in newsletter and website.
Term 4	Anti-Bullying Assembly.
Term 1, 3	Parent Teacher night - Defining student bullying and school supports

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.

- PDH lessons will promote positive student wellbeing.
- Data analysis from 'Tell Them From Me' (TTFM) surveys.
- Annual Wellbeing Programs:
 - Peer Support modules to support student wellbeing and cohesion.
- Celebration of inclusive and cultural events
 - Harmony Day
- Wauchope/Cumberland Interschool Visits
- Inclusive Practices
- The use of peer mediation in conjunction with appropriate staff members to support wellbeing issues.
- PBL values lessons will promote positive student behaviours.


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Signature: 

Date: 11.1.25

Principal name: Luke Fulwood

Signature: 

Date: 11.1.25