NSW GOVERNMENT | Education

ANTI-BULLYING PLAN 2023

Gloucester 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.

Gloucester 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
February/2023	Behaviour code for students Years 7-10 at Wellbeing Year Meetings
Term 2/ 2023	NSW Police Talks - Cyber Safety, Antiviolence (Wellbeing Year Meetings)
Term 1/2023	Building respectful relationships through Great Aussie Bush Camp (Year 7) and excursions
Term 3/2023	National Day of Action against Bullying and Violence (18 August 2023)

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
Term 1	Staff Professional Learning in relation to Gloucester High School's Anti-Bullying plan and classroom flowchart
Ongoing	Implementation of Supporting Student Wellbeing school goals (Wellbeing/SupportTeam)
Term 3	Rock and Water

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 Staff

Gloucester High School's Anti-Bullying Plan available on Sentral

Bullying Flow Chart included in school induction booklet and part of school induction program

HT Wellbeing and Student Support Officer available for guidance for all staff in identifying and responding to student bullying behaviour

Casual Staff

School Documents - Sentral available for access in relation to school policy and procedures. All casual staff to be provided with Sentral login access. DP will run through this process with casual staff

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
Feb 2023	Newsletter article - flyer Anti-Bullying Parent/Carer Tips, school supports available
Ongoing	School Website - Anti-Bullying Plan (Approved by GHS P&C)
Ongoing	Student Mobile Phone Policy regularly communicated with parents
Ongoing	Newsletter communication, text messages, school sign, keeping students safe online

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.

PBL school CARER expectations referred to weekly at whole school assemblies (Wellbeing focus)

Fast and frequent merits to promote expected behaviour

Anti-Bullying explicitly taught in Year 7 Wellbeing Lessons fortnightly & delivered in English

National Day of Action Against Bullying and Violence - 18 August 2023

Wellbeing Year Meetings held once per term to promote wellbeing initiatives and celebrate success (Merit System)

Access to support from the Wellbeing Team - Head Teacher Wellbeing, Year Advisers, Girls Adviser, Boys Adviser, Student Support Officer, External Agencies, School Psychologist

Completed by: Ms Myree Ribbons

Position: Head Teacher Wellbeing

Signature: Date: 3/2/23

Principal name: Mrs Trudi Edman

Signature: Date: 3/2/23