

ANTI-BULLYING PLAN 2024

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
Ongoing	Wellbeing Support and how to ask for help - Wellbeing Assemblies
Wk 1, Term 1	All students in Year 7 sign the Behaviour code for students. This is explicitly explained to students at Wellbeing Year Meeting +
Ongoing	PBL CARER Values of the week are discussed and promoted ongoing at weekly whole school assemblies
10 May 2024	Do It for Dolly Day - Assembly, School Activities

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
Staff Development 	Refresh staff on Classroom Bullying Flow Chart and process to follow where bullying is identified in the classroom 
Staff Development 	Refresh staff on Wellbeing Referral Flow Chart to assist students to access help within the school environment 
Ongoing	All staff have access to 'Be You' and complete online learning modules - Mentally Healthy Communities
Ongoing	Staff PL on Cyber Safety (external provider), Reinforcing Respectful Relationships - Code of Conduct

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.

Casual staff will be provided with access to the school's anti-bullying policy.

They will also have access to the Classroom Anti-Bullying flow chart and Wellbeing Referral flow chart.

Deputy Principal will explain the executive roles and referral process for disciplinary incidents involving bullying.

Term 1 new staff induction meetings - HT Student Programs. Guest speakers Deputy Wellbeing, HT Wellbeing, Learning and Support Teacher, Student Support Officer

Deputy discusses school approach and strategies to new and casual staff when they enter on duty at the school.

The Principal speaks to new executive staff when they enter on duty at the school, 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.

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	Newsletter Articles on the differences between being mean, teasing and bullying.
Ongoing	Facebook Articles shared on school's facebook page.
Ongoing	Newsletter Articles relating to Cyber Bullying and how parents can support/report.
Ongoing	Where to access help within school and externally regularly published on Social Media/Newsletter

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.

Cyber Safety Talks provided by School Police Liaison Officer.

Peer Support Program for Year 7. Year 7 with Year 11 Peer Support Leaders. Includes school expectations, making friends and transitioning to High School and where to get support.

Anti-Bullying Unit taught in Year 7 English.

Wellbeing Lessons Years 7 - 10. Topics explicitly taught fortnightly include:

Resilience

Emotions

Belonging

Anti-Bullying

Mental Health

Friendships

Cyber Safety

Relationships



Completed by: Ms Myree Ribbons

Position: Head Teacher Wellbeing

Signature: _____ Date: 30/1/24

Principal name: Mrs Trudi Edman

Signature: _____ Date: 30/1/24