

# ANTI-BULLYING PLAN 2024

Gulgong 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.

### Gulgong 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
Week 4 Term 2	Wellbeing staff present on key people to seek support from
Week 4 Term 3	Reporting bullying - DP to recover bullying procedures

## 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 3	Professional learning on trauma informed practice
Term 4	Supporting our Students' Mental Health Professional learning

## 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.

- \* Induction - Deputy/HT to go through anti bullying processes at GHS as part of the new teacher induction booklet
- \* Regular emails sent to staff to advise of anti bullying plans in place and what classroom teachers need to do to implement the plans
- \* Plans available on Sentral for all staff to access
- \* Professional learning refreshers given to staff around the processes
- \* Staff provided with a handout of their specific roles in relation to the anti bullying processes at GHS

## 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
Term 3	Newsletter communication re GHS anti-bullying procedures
Term 4	Social media posts regarding reporting bullying and how parents can address bullying with their child

## 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 behaviour management system that recognises positive achievement and has processes in place to manage challenging behaviours - this will intertwine with the anti bullying processes

Behaviour support plans for students who are requiring extra support to make positive choices at school


LST/Wellbeing meetings each week to discuss how to manage student wellbeing needs within the school

Restorative practices used as an approach to try and address issues of bullying within the school community, including the involvement of a range of staff

Programs to target wellbeing needs within the school e.g. brospeak, sistaspeak, Managing the Bull, Run Beyond and Fit for Life

Completed by: Vanessa Garrett

Position: Deputy Principal

Signature: 

Date: 15/6/24

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Signature: 

Date: 18/6/2024