

ANTI-BULLYING PLAN 2023

Gledswood Hills Public 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.

Gledswood Hills Public 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
Term 2	Behaviour code for students
Term 2-4	Positive Behaviour for Learning (PBL) - positive postcards awards aligned to whole school expectations
Term 3	National Day of Action Against Bullying and Violence - discussed week's 1-5
Term 2-4	You Can Do It Education; Program Achieve - Getting Along, Resilience, Confidence, Persistence

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 1-4	Positive Behaviour for Learning (PBL) and You Can Do It Education - regular review of procedures and PL
Term 1-4	Whole school data monitored and analysed for incidents of bullying behaviour and proactively supported
Term 1-4	Each stage implement DoE stage based units of work, aligned to the outcomes of the PDHPE syllabus
Term 3 Week 5	Each stage implement learning aligned to the 'National Day of Action Against Bullying and Violence'

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

All staff engage in an induction by an executive staff member, inclusive of the whole school approach to behaviour and wellbeing.

Casual Staff

All casual staff receive an induction to the school upon arrival.

All casual staff receive a casual folder upon arrival, with behaviour expectations and procedures included.

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
Semester 1	Behaviour Code for Students and PBL School Rules via School communication app: SkoolBag
Semester 1	Antibullying Plan and support links on the school's website, via school communication app: SkoolBag
Semester 2	School Behaviour Management Plan on school's website, via school communication app: SkoolBag
Semester 2	Antibullying Plan and support links on the school's website, via school communication app: SkoolBag

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.

All students are explicitly taught whole school expectations via the school's Positive Behaviour for Learning lessons.

All students engage in weekly lessons; You Can Do It Program Achieve, teaching social and emotional learning skills.

Positive Postcards are awarded at assemblies.

Social and emotional skills are explicitly taught across the curriculum; Personal Development, Health and Physical Education (PDHPE).

Explicit procedures implemented for Restorative Practices.

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