

# ANTI-BULLYING PLAN 2023

## Gymea Bay 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.

### Gymea Bay 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
Once per term	Celebration of Learning - Recognises behavioural and academic achievement with whole school community
Weekly	Behaviour expectations taught within Teaching and Learning Programs.
Daily	Behaviour expectations modelled, monitored and implemented by staff and student leadership team.
Through year	Respectful relationships taught to Year 6 through Interrelate. Resilience and respect as Stg 3 Camp focus

## 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
SDD T1 2023	Wellbeing Committee established to investigate and deliver best practice PL on wellbeing procedures.
Term 2	Wellbeing Team to conduct and publish audit on current practices and work towards compliance.
Term 2	Wellbeing Committee leading whole school Professional Learning on IER documents and requirements.
Term 3	Whole School Professional Learning to examine best practice for using Life Skills Go wellbeing data

## 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.

An induction document for all staff, current and new, is currently being established. This will provide an outline that ensures that student behaviour is addressed effectively and consistently. This document is being created in consultation with delegates from all school stakeholders, and will be unpacked as part of a Whole School Professional Learning session to remove any ambiguity. New staff will then be inducted to the school by a member of the executive staff and will present the staff member with a hard copy of the induction document. This document will also be available in soft copy for all 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
Weeks 3 & 8	P&C meets twice termly and discusses current concerns and are consulted regarding documentation etc.
Regular	School website, Facebook, and School Bytes provide timely information to parents including resources
Weeks 4 & 8	School Newsletter provides updates and current information for families including links to documentation.
Across Year	Meet the Teacher, Parent Interviews, and Seesaw provide personalised social conversations with families.

## 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.

Life Skills Go - Wellbeing check-in program (K-6)

Chaplain Program - Targeted wellbeing sessions for students

Buddy Program - Provides social opportunities for all students (K-6)

One Mob - Connection to Country for Aboriginal and Torres Strait Islander students (K-6)

Peer Support - Led by Year 6 students. Delivers wellbeing programs to all students and provides social opportunities.

Fathering Project - Engaging the community in activities with students

Lunch Bunch - Targeted program that assists students with behavioural, social, and/or emotional challenges (K-6)

Top Blokes Foundation - Targeted program to address male students social and emotional regulation and maturity (Year 6)

Zones of Regulation - Program to assist students in understanding their emotional wellbeing and allow them to self regulate

Completed by: David McCleary

Position: Wellbeing Team Leader

Signature:



Date: 01/06/2023

Principal name: Cara Davidson

Signature:



Date: 01/06/2023