

# ANTI-BULLYING PLAN

## Gorokan 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.

### Gorokan 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 1	<ul style="list-style-type: none"> <li>• Revision of key behaviour expectations for students</li> <li>• Harmony Week 17 – 21 March 2025</li> <li>• Stage 3 - Cyber Safety Presentation by Police Liaison Officer</li> </ul>
Term 2, 3, 4	<ul style="list-style-type: none"> <li>• Targeted Social and Emotional programs implemented for individual students, groups and classes</li> </ul>
Term 3	<ul style="list-style-type: none"> <li>• Bullying No Way – National Week of Action 12 – 16 August 2025,</li> <li>• R U OK Day 11 September 2025</li> </ul>
Terms 1 - 4	<ul style="list-style-type: none"> <li>• Get Happier lessons to promote positive behaviour choices.</li> <li>• Gorokan Gold awards for positive social behaviours,</li> <li>• Incredible 1-5 Scale – lessons to develop emotional regulation skills</li> <li>• Various events to celebrate diversity and inclusion including NAIDOC week.</li> <li>• Reminders of behaviour expectations at daily assemblies, grade gatherings and newsletters, explicit lessons teaching Get Happier skills.</li> </ul>

## 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	<p>Staff induction for new year including:</p> <ul style="list-style-type: none"> <li>• refresher of student expectations</li> <li>• consistent language</li> <li>• whole school and class procedures</li> <li>• engagement norms</li> </ul> <p>School Behaviour Support and Management Plan updated and delivered to the staff and school community</p>
Terms 1-4	<ul style="list-style-type: none"> <li>• Staff opportunities for professional learning through My PL and e-safety commissioner</li> <li>• Completion of De-escalation of Student Behaviour PL for all staff</li> </ul>

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- End of Term rewards days following school behaviour policy
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### **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.

- Information is provided in a handout to staff when they enter on duty at the school.
- An executive staff member speaks 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.
- New staff are provided with an induction of Gorokan Public School Wellbeing programs/practices including prevention and management of bullying in the school.
- New staff and casuals are alerted to look at The Gorokan Public School Behaviour Support and Management Plan is the school website.

## **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:

- ✓ 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 topics
Term 1	Presentation to P&C on the GPS Behaviour Management Plan - embedded focus on managing bullying.
Term 1 - 4	<ul style="list-style-type: none"> <li>• Attendance at school assemblies and special events - National Day of Action against Bullying and Violence.</li> <li>• School website school Facebook and/or school newsletter - bystander behaviour, definitions, resources.</li> <li>• Information for parents regarding cyberbullying and how parents can support children to be safe online.</li> </ul>

### 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:

- Consistent classroom and playground expectations across the school based on the principles of the Get Happier Program and Incredible 1 – 5 scale.
- Engagement norms and consistent language used in all classrooms across the school.
- Explicit teaching practices used consistently across the school.
- Positive reward initiatives across the school including Gorokan Gold Awards, Open Road Cards, Outstanding Stickers, End of term reward days.
- Schoolwide behaviour expectations displayed across the school.
- Planning room implementing restorative conversations, structures play including quiet play areas and playground cards.

Completed by: Shauna Crook

Position: Deputy Principal

Signature: *Shauna Crook*

Date: 6th March 2025

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Principal Name: Jesmond Zammit

Signature: *Jesmond Zammit*

Date: 6th MArch 2025

# NSW Anti-bullying Strategy - Revised Policy for NSW Public Schools



## What is the NSW anti-bullying strategy?

- Bullying of any kind is not acceptable in NSW schools.
- NSW has undertaken considerable work to assist schools implement proactive approaches to student bullying behaviour.
- The 2017-18 Budget provides new funding over three years to support the NSW Anti-bullying Strategy across all education sectors in NSW.
- It includes the NSW anti-bullying website <https://antibullying.nsw.gov.au> released in July 2017 which includes evidence-based resources and information for schools, parents and carers, and students.
- The site includes lesson plans for teachers to use in their classrooms which have been developed by teachers for teachers. More materials are in development, and will be progressively published.
- The strategy includes a strong professional development program for staff including a conference, regional workshops, and online professional learning with the Office of the e-Safety Commissioner.
- The strategy also expands the Youth Aware of Mental Health Program, an evidence-based wellbeing program for 14-16 year olds.

## Some statistics

- 280,000 page views on the website at 12 June 2018.
- You're Wonderful, over 2 million views <https://antibullying.nsw.gov.au/for-students/youre-wonderful>.
- National Day of Action Against Bullying and Violence 1294 schools and 543,948 students participated across NSW in 2018.

## How is the revised policy different?

Bullying of Students - Prevention and response policy

The policy **aligns with** the NSW Anti-bullying Strategy. The NSW anti-bullying website provides resources to implement the policy.

The policy is more **streamlined** and will assist schools to implement whole-school approaches and practices to address student bullying.

The policy **supports** an evidence-based and consistent state-wide approach.

The policy has been **reduced** from 42 pages to 6 pages saving significant administrative time.

The Anti-bullying Plan is a more **practical** tool to assist schools implement and communicate their plan.

## The big picture

- Objective: Students feel safe from bullying behaviour at school.
- Bullying is less likely to occur in a caring, respectful and supportive teaching and learning community.

## What will schools need to do?

Check out the policy in the Policy Library <https://resources.education.nsw.gov.au/policy-library>

Implement the policy and complete the Anti-bullying Plan for their school during 2018.

Schools that do not have an Anti-bullying Plan for 2018 should complete the new plan template before the end of 2018.

Schools that have already completed an Anti-bullying Plan for 2018, should use the new template from 2019 onwards.

## Need more information?

Head to

<https://antibullying.nsw.gov.au>

Email us at

[antibullying@det.nsw.edu.au](mailto:antibullying@det.nsw.edu.au)