

Marsden High School

Anti-bullying Plan 2020

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.

Marsden 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
Term 1	Behaviour Code – Making choices Framework
Term 1-4	PB4L Specific lessons on student expectations
Term 1	Role of the Anti-Racism Contact Officer. Self-reporting of incidence of racial discrimination.
Term 1	Anti-Bullying Policy. Student expectations.
Term 1	Backflips against bullying presentation (yr 7-12)
Term 1	Transition to high school camp building resilience and dealing with bullying
Term 2	Cyber safety talk plus in class units. (y7-10)
Term 2	Police Talk-Year 8 The Law and Cyber Bullying and Sexting. Seeking help when Cyber Bullying occurs.
Term 2	Year 8 Friendship strategies. Dealing with conflict. Tolerance. Anti-bullying and reporting incidents of bullying.
Term 2	Year 7 Increased awareness of Cyber Safety and what constitutes Cyber Bullying.

Term 3	Year 7 Building positive relationships. Developing connections. Anti-bullying message. Increasing resilience and well-being. Conflict resolution strategies.
Term 1	Support Unit – Positive relationships program.
Term 1-4	Stymie anti-bullying notification website – Posters displayed
Term 1	National Anti-Bullying Day
Term 3	Sexual harassment and Assault – visiting speaker
Term 2	Resilience Talk Year 9
Peer Support	Bullying Awareness and school processes for reporting. Stymie
Term 2	Year 11 Life Ready Camp
Term 4	Stage 5 Wellbeing Camp respectful relationships and anti-bullying
Terms 3 and 4	Police Talk – Cyberbullying

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	Wellbeing Team Training –School's Anti-Bullying Policy and Reporting Procedures.
Term 1	Executive Head Teacher focus on Method of Shared Concern
Term 1	Wellbeing Team Training- Method of Shared Concern for dealing with addressing issues of bullying. NSW Anti-Bullying website for advice for staff, students and parents
Term 1	Staff Professional Learning –Bullying defined. School's Anti-Bullying policy and procedures. Role of teacher and staff members in dealing with bullying issues. Awareness of government documentation and information made available to parents.
Term 2	Trauma Informed Practice for new staff and year advisers
Terms 1 - 4	Empower me network supporting wellbeing programs
Terms 1 - 4	Ongoing professional learning on 'Zones of regulation'

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.

- Staff induction for new staff and casual staff members occurs upon entry to the school.
- Staff members are provided with a staff Induction by an executive member. Schools Anti-Bullying Policy. Reporting procedures for incidents of bullying and the role of the teachers and staff members in addressing issues of bullying.
- Staff are provided with a Staff Handbook outlining the Code of Behaviour, Anti-Bullying Policy and Anti-Bullying Procedures.
- The Principal speaks to new executive staff when they commence at the school, as part of the induction

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 topics
Ongoing	School anti-bullying plan/brochure, is given to all new parents.
Term 3	Published new plan in newsletter and website
Term 4	Week 7 Settling in to High School parent night.
Term 1-4	School Website – Topics include - Bullying defined. Keeping children safe online. Responding when your child is being bullied. Strategies to support parents when their child is the bully. Supporting your child when they are a bystander. Schools Anti-Bullying Plan
Ongoing	School TV (link on school website and facebook posts)- Article for parents on Supporting their child with conflict resolution and strategies for responding to issues of bullying. Method of reporting bullying issues outlined.
Term 4	School Newsletter – Article for parents on Supporting their child with conflict resolution and strategies for responding to issues of bullying. Method of reporting bullying issues outlined.
Term 4	Strategies to support parents when their child is the bully. Supporting strategies for bystanders.
Term 1	Week 11 Respectful Relationships (newsletter)
Each Term	Newsletter Principal Report
Weekly	Stymie motivational posters online
Term 1	Live streaming Anti-bullying assembly Instagram
Term 4	Scope and Sequence for articles/themes for social media/communications.

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.

- An active Positive Behaviour for Learning (PB4L) program that encourages, promotes and models positive student behaviour.
- Stymie – online bullying reporting system.
- Wellbeing Days that focus on building students connectedness and resilience.
- Resilience and Mentoring Programs for Targeted groups of students eg. RAISE, Conviction Group,
- PDHPE Programs- Years 7-10 educational programs that will empower the students to identify and respond to bullying behaviours in a positive manner, including the ability to develop resilience and appropriate social skills.
- Stage 6 Life Ready Program- Year 11 student focus on relationships, peer pressure and the development of safe, respectful behaviours.

- Year Group Seminars on Bullying and Cyber Bullying delivered by the Police School Liaison Officer (PYLO).
- Year 7 Boot Camp Start up program
- Year 7 Peer Support Program and Year 7 Camp to promote friendship and support between older and younger peers through regular collaboration between their classes, which fosters a sense of whole-school community.
- Prefect Leadership Team (PLT) where student voice is heard
- Student Leadership Programs which include training and empowering leaders with the ability to intervene and address bullying situations and say 'enough'.
- Harmony Day celebrations to promote compassionate and inclusive behaviours.
- International Women's Day community breakfast.
- National Day Against Bullying assembly.
- Library, homework hub and learning support extended hours providing a safe place.
- Marsfest – encourages cultural acceptance, accepting cultural diversity.
- NAIDOC Week celebrations.
- Community lunches with families from a refugee background
- International Refugee Week – assembly
- FICT – Family and Community Transition program. Teaching parents how to deal with bullying.
- Individualised support from Youth worker – mediation and counselling post bullying
- Support from Girls and Boys advisers
- Rock and Water/ EMPOWER ME ongoing emotional regulation programs

Completed by: **Mrs Sarah Maguire**

Position: **Head Teacher Student Wellbeing**

Signature: _____ Date: **6 February 2020**

Principal name: **Mr Lance Berry**

Signature: _____ Date: **6 February 2020**