

ANTI-BULLYING PLAN 2023

Marsden 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.

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	National Day of Action Against Bullying, Harmony Day, Marsfest; CONNECT lessons, Stymie awareness
Term 2	CONNECT Lessons - focus on friendship and kindness, Wellbeing Google Classrooms - reminder of Stymie
Term 3	R U Ok day fundraiser; CONNECT lessons, Wellbeing Google Classrooms - reminder of Stymie
Term 4	Movember; CONNECT lessons, Wellbeing Google Classrooms - reminder of Stymie

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 and ongoing	CARE 2 Learn refresher - focus on value of "respect"; applaud kind behaviour via Bronze awards
Term 2	Staff meeting session on identifying and dealing with cases of bullying and harassment
Term 3	Emotional Health PL on SDD4 - Relationships Australia

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.

At Marsden High School, all casual staff and new staff are given the MHS Staff Handbook. This details all the supports provided at Marsden High School, including the procedures for any reports of bullying.

All new staff are also part of a "New teachers induction" which outlines the CARE 2Learn procedures at MHS.

New executive staff to the school are guided through these procedures by the Principal.

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 1 and 4	P and C meetings - the role of Wellbeing at MHS and feedback about support systems
Ongoing	Ongoing communication through Facebook and Instagram regarding the use of Stymie
Ongoing	Newsletter to parents with reminders of the support available at school

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.

MHS uses a form of PB4L which has evolved to become CARE2Learn. Students are rewarded with merit awards, including free and frequent Bronze Awards which lead to Silver and Gold awards.

A rewards day is planned for students at the end of the year for students who have received the most awards in the one academic year.

Ongoing Bronze Award lotteries are held at school assemblies every week to offer prizes for students as a further incentive for good behaviour.

The school also engages in promotion of positive events such as Harmony Day (Marsfest), R U OK day, and Movember.

Completed by: H Rizk

Position: Head Teach Wellbeing

Signature: 

Date: 01/03/2023

Principal name: Lance Berry

Signature: 

Date: 3/03/2023