

# ANTI-BULLYING PLAN

## Moss Vale 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 detail 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.

### Moss Vale 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 for students, defining bullying and outlining consequences for this type of behaviour. <i>Who can I report to with issues related to bullying?</i> Address expectations and supports with new Year 7s as part of transition program.
Term 2	Promote being an upstander and not a bystander when witnessing bullying behaviour. Develop pastoral support through Home Groups, especially during PBS lessons
Term 3	Ongoing promotion of respectful relationships, celebration of diversity, and making a positive difference in our world.
Term 4	Celebrating students who have been upstanders. School film focusing on positive relationships.

## 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
January SDD	Revision of PBS expectations and consequences Sharing of social/emotional information regarding incoming Year 7 students
Ongoing	Effective sharing of information regarding student needs and behaviours, through email, Sentral and staff meetings.
PBS lessons	Lessons focused on respectful behaviours and being an upstander – developing resources with staff prior to the lesson, ensuring all staff have confidence in handling the content.
SDD mid-year	Revising clear expectations – how to consistently and effectively maintain these in all classrooms and all settings

## 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 staff handbook 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 and Deputy Principals speak to new staff when they enter on duty at the school, as part of the induction process.
- information is also provided on the New Staff Induction course via Canvas (our online learning platform)

## 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 in helping their children to regulate their emotions and behaviour, and to 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 parents' understanding of how our school addresses all forms of bullying behaviour.

Dates	Communication methods and topic
Term 1	Parent meeting i.e., P&C, parent/teacher night - defining student bullying and school supports. How to report concerns about bullying to the school.
Term 2	School website, school Facebook and/or school newsletter - Bystander behaviour
Term 3	Include anti-bullying messages and strategies as part of Year 6 into 7 transition information for parents
Term 4	Distribute information via School Bytes

## 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.

- Positive Behaviour for Success (PBS) initiative
- PBS lessons on respectful relationships, speaking up, and our responsibility to our community
- School's Merit System
- Wellbeing Team meetings identify and discuss students at risk of becoming involved in bullying behaviour. Students matched to appropriate early interventions
- Wellbeing programs e.g., Shine, Strength, Rock and Water
- School Liaison Police Officer presentations on cyber-bullying
- Anti-bullying messages through assemblies and Year meetings
- Strengthening the victim or assertiveness training. Helping and coaching students to confront a student displaying bullying behaviour assertively; to stand firm and discourage the bullying behaviour through calm and controlled language to redress the balance of perceived power.
- Clear expectations being consistently and effectively highlighted in all classrooms and in all settings.
- Embedding anti-bullying messages into curriculum areas through programming and choice of texts.

All incidents of bullying will be responded to in accordance with the school's Wellbeing and Behaviour Policy and Procedures.

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Position: Principal & Deputy Principals

Principal name: Patricia Holmes

Date: 1 March 2023

Signature: *Patricia Holmes*