

Maitland Grossmann High School

Anti-bullying Plan 2019

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.

Maitland Grossmann High School

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/Strategies
	Years 7 – 12
	<ol style="list-style-type: none">Weekly Year Assemblies – twice per term topics that deal with preventing and/or responding to bullying discussed with students.<ul style="list-style-type: none">MGHS behaviour expectationsDefinition of bullying and reporting processesUpstander behaviourQualities of respectful relationshipsKeeping safe online - legalities of using digital devices – sexting, filming or taking photos without consentReinvigorate and promote STAR AwardsFocus Days to build positive school culture – ARE you OK Day, Bullying Day of Action, NAIDOC dayWhole year welfare programs – LoveBites for Year 10, Year 7 camp,Cyber safety talks with School Police Liaison Officer Term 1 2019Targeted students participate in welfare program – Term1 8 week Free to Be Me Program Yr 8 girls, Years 8 & 9 - 6 week social skills program T3 , Drumbeat - 8 week program Year 8 & 9 T2, Drumbeat Year 7 T3Signs around school to remind student how to effectively manage conflict/bullying situations (S,A,F,F)Anti-bullying report forms accessible from range of locationsApp developed by Software & Design students to be used to make a bullying report

	10. Student surveyed early 2019
	Dates to be confirmed following YA planning meeting

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
2/semester	PL on positive social and emotional wellbeing and how to identify, prevent and effectively respond to student bullying behaviour
Term 1	PL for Year Advisers on effectively responding to bullying allegations.
	Sentral training for all staff on how to record bullying/conflict incidents.

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.

New staff

MGHS approaches and strategies to prevent and respond to student bullying form part of induction program.

MGHS Handbook – provides information on MGHS Anti-bullying Policy and procedures.

PL early in term on social and emotional wellbeing and how to identify, prevent and effectively respond to student bullying behaviour

HT Welfare available for individual assistance for all staff on how to identify, prevent and effectively respond to student bullying behaviour

Casual staff

MGHS Policies and procedures, student plans uploaded to documents section of Sentral. All casual staff be provided with casual login. On their period allocation sheet will be information around how to log in to Sentral and locate the above.

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
	P&C, parent/teacher night - Defining student bullying and school supports
Ongoing	School website, school Facebook and/or relevant articles in school newsletter

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.

Regular promotion and presentation of STAR Awards at weekly Year Meetings

- Cross curricular contributions to student wellbeing e.g. PDHPE Anti-bullying poster competition, Journalism film – why MGHS is Tops.
- Weekly Year Meetings – agenda of at least 2/term to address student wellbeing/relationships/anti bullying.
- Semester reward barbecues for years who have significantly reduced negative referrals.
- Semester Award Assemblies – recognise students that have achieved in a variety of ways throughout the semester
- Opportunity for students to volunteer to assist MGHS community – Adopt-a-Resident Program, Transition Program, STEM programs
- Student wellbeing program- targeted programs for identified students to build resilience, self-worth, relationship skills, set career and personal goals e.g. Plan It Youth, Year 8 & 9 Girls program, Yr 9 & 10 boys program, Drumbeat, Love Bites for all Year 10.

Completed by: _____

Position: _____

Signature: _____ Date: _____

Principal name: _____

Signature: _____ Date: _____

