

# ANTI-BULLYING PLAN 2023

## Mullumbimby 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.

### Mullumbimby 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	Welcome assembly reminder of our school's core values of Respectful, Responsible, Learning, and expectations of all students.
Term 1-4	Reinforcing responses to bullying through whole school policies and ensuring reports of bullying follow procedural fairness
Term 1-4	Positive celebration of student success where students are commended and rewarded for their commitment to the school's values.
Terms 1-4	Regular Year Meetings about the school's expectations, core values and promoting a positive culture at the school where bullying is not tolerated.

## 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 - 4	Staff Development Days focused on Inclusive Education
Term 1-4	Weekly Learning and Support Team meetings and weekly Wellbeing Team meetings to ensure at-risk students are identified and supported.
Term 1-4	Weekly MMM Staff Briefings and Wellbeing News Updates to ensure staff are informed of any student issues or concerns and are reminded of key school policies and procedures.
Term 1-4	All staff are encouraged to engage in ongoing Professional Development to provide evidence-based ways to encourage and teach positive social relationships and to identify and prevent Bullying behaviour.

## 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.

All new and casual staff at Mullumbimby High School will be informed about the school's approaches and strategies to prevent and respond to student bullying behaviour, when it does occur. For example:

- extensive information about school policies and procedures is included on the Mullumbimby High School Intranet. Access to the Intranet is provided to all staff when they enter on duty at the school.
- new staff are required to attend a school induction where key policies and procedures are outlined over three afternoon sessions.
- T5 Beginning Teachers program for all beginning teachers. These full day seminars focus on student wellbeing, behaviour management, policies and procedures.
- staff are provided with access to Sentral. An online system used to record any concerns or incidents regarding student wellbeing and bullying behaviour.
- 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.

## 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	The Year 6/7 School Transition Evening which outlines the school policies and student supports in place at Mullumbimby High School
Term 2 and 4	Parent Teacher Evenings where the core values of the school are communicated
Term 1-4	The Mullumbimby High School Facebook page where positive school culture is celebrated
Term 1-4	Ongoing communication with parents through meetings, phone calls, texts and emails to address any issues of concern and to support our students' social and emotional wellbeing.

## 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.

- A Wellbeing 'Scope and Sequence' delivered by Year Advisers and Student Wellbeing Team.
- SIP (School Improvement Plan) 2023-2026. In particular, Strategic Direction 3 'Student Engagement and Wellbeing'
- Student leadership initiatives, especially through the SRC Team.
- The implementation of the YONDR policy which limits access to mobile devices at school and is shown to decrease incidents of cyber bullying.
- Close connections to the Byron Youth Centre to engage students in a range of extra-curricular activities and programs.
- The Learning Centre which provides a safe and supportive learning environment for students with additional learning needs.
- Various programs and incursions run throughout the year including Pride Month, RUOK Day, Young Women's Group, Police Youth Liaison Mentor Group, Bloom Wellbeing Group, Senior Mentoring Program and Sketch Club.
- The Tutorial Centre which is a short term intervention program for students who require additional support with behaviour and emotional regulation.
- Participation in the bi-annual Tell Them From Me Surveys so we can ascertain the effectiveness of our programs.
- Individualised plans for Student Behaviour and Risk Management.
- Life Ready program for Year 11 with focus on relationships, peer pressure and safe, respectful behaviour.
- Weekly Wellbeing Tip communicated to students, staff and parents each week to promote social and emotional wellbeing.
- Whole school policies and procedures including: Behaviour matrix, Bullying flow chart, Wellbeing Policy, Mobile Phone Policy, Whole School Wellbeing and Positive Behaviour Team.
- School based ARCO [Anti-Racism Contact Officer] to ensure any incidents of racism are dealt with quickly and fairly.
- A Student Support Officer and Chaplaincy service offering targeted social and emotional support and programs for students.
- A designated Year Advisor for each cohort to support and guide students.

Completed by: Kelly Spilstead  
Position: Deputy Principal



Date: 01/03/2023

Principal name: Greg Armstrong



Date: 01/03/2023