



## Macarthur Girls High School Anti-Bullying Plan NSW Department of Education

Bullying behaviour has three key features:

- It involves the intentional misuse of power in a relationship
- Is ongoing and repeated
- 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.

Macarthur Girls High School rejects all forms of bullying. No student, employee, parent, caregiver or community member should experience bullying within the learning or working environments. Bullying can be illegal if it involves behaviours that include physical violence, threats of violence, damaging property or stalking. The school is committed to providing an environment where each student and teacher has the right to learn and teach free from harm and intimidation and where each member of the school community is valued and respected.

At Macarthur Girls High School, it is expected that all students, staff and community stakeholders will :

- model and promote positive relationships that respect and accept individual differences and diversity within the school community
- support the school's Bullying of students: prevention and Response Policy and Anti-Bullying Plan through words and actions
- work collaboratively to resolve incidents of bullying when they occur.

### Resources

<https://education.nsw.gov.au/policy-library/policies/bullying-of-students-prevention-and-response-policy>  
<https://education.nsw.gov.au/policy-library/associated-documents/Anti-bullying-plan.PDF>  
<https://education.nsw.gov.au/policy-library/associated-documents/behaviourcode.pdf>  
<https://education.nsw.gov.au/policy-library/policies/student-discipline-in-government-schools-policy>  
<https://antibullying.nsw.gov.au/>  
<https://education.nsw.gov.au/policy-library/policies/complaints-handling-policy>  
<https://education.nsw.gov.au/policy-library/related-documents/bias-based-bullying-factsheet.pdf>  
<https://education.nsw.gov.au/policy-library/policies/incident-reporting-policy> (intranet only)  
<https://education.nsw.gov.au/policy-library/policies/work-health-and-safety-whs-policy>  
<https://education.nsw.gov.au/public-schools/going-to-a-public-school/finding-a-public-school>  
<https://www.education.nsw.gov.au/content/dam/main-education/student-wellbeing/whole-school-approach/media/documents/Wellbeing-Framework-for-schools-Accessible.pdf>

## Additional Information

**School Liaison Police Officer:** Senior Constable Dusan Dakic

**Kids Help Line:** ph: 1800 55 1800 or [www.kidshelp.com.au](http://www.kidshelp.com.au)

**Black Dog institute:** <https://www.blackdoginstitute.org.au/>

**Headspace:** [www.headspace.org.au](http://www.headspace.org.au)

**Bullying No Way:** [www.bullyingnoway.gov.au](http://www.bullyingnoway.gov.au)

**NSW anti-bullying website:** <https://antibullying.nsw.gov.au/>

**Esafety commision website:** <https://www.esafety.gov.au/>

### 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. All staff will actively respond to student bullying behaviour.

Our school will utilise the Wellbeing Framework for schools to ensure students build positive and respectful relationships and experience a sense of belonging to our school and the wider community in order to succeed and thrive.

Our school engages in the following practices to promote a positive school culture:

#### 1.1 Student assemblies (whole school, stage and special stage assemblies) and events

Expectations about student behaviour will be discussed during PRIDE and school assemblies and information presented to promote a positive school culture where bullying is not accepted.

Dates	Communication topics and events
Term 1	<b>Wk 2</b> MGHS Student Code of practice and NSW Public Schools <u>Behaviour code for students</u> explained to students <b>Wk 4</b> Remind students about PRIDE values - whole school assembly <b>Wk 6</b> Session for new Year 7 students - How to make new friends <b>Wk 6</b> International Women's Day (Ted Talk showcase) <b>Wk 8</b> Stage Leader's explain Anti-bullying plan to students <b>Wk 8</b> Harmony Day - PRIDE inclusive based activities <b>Wk 10</b> Celebrating success - PRIDE Celebrations assemblies
Term 2	<b>Wk 2</b> Cyberbullying <b>Wk 3</b> Remind students about PRIDE values - whole school assembly <b>Wk 4</b> SPC Athletics carnival <b>Wk 4</b> SRC- Multicultural Week <b>Wk 7</b> SPC Sports Spectacular Week (Olympics 2020 Theme, woman in sport and fair play Pride activities and mini olympic games) <b>Wk 8</b> Resilience - stage assembly <b>Wk 9</b> How to get help against bullies <b>Wk 10</b> Celebrating success - PRIDE Celebrations assemblies
Term 3	<b>Wk 1</b> Mobile phone policy and procedures <b>Wk 2</b> Managing Exam Stress <b>Wk 3</b> Upstander behaviour <b>Wk 4</b> Remind students about PRIDE values <b>Wk 4</b> Games Day - team spirit <b>Wk 5</b> SRC- Spirit Week ( Creating a sense of unity and value through lunch time

	activities) <b>Wk 6</b> SPC initiative - Footy Colours Day <b>Wk 7</b> Bullying and the Law <b>Wk 10</b> Celebrating success - PRIDE Celebrations assemblies
Term 4	<b>Wk 2</b> Micro bullying and Inclusion <b>Wk 4</b> Remind students about PRIDE values <b>Wk 6</b> SPC & SRC initiative - Throwback Thursday <b>Wk 7</b> Year 6 -7 Transition day activities <b>Wk 10</b> School concert <b>Wk 10</b> Celebrating success - PRIDE Celebrations assemblies

## 1.2 Staff communication and professional learning

Professional learning that provides all staff with strategies to encourage and teach positive social and emotional wellbeing and to discourage, prevent, identify, and respond effectively to student bullying behaviour.

Dates	Communication topics that will be covered and professional learning
Term 1	<b>Wk 1</b> Term 1 PRIDE programs <b>Wk 2 - 4</b> Meeting for PLP/ILP's and Staff Code of Conduct <b>Wk 5</b> Mobile Phone Policy and procedures <b>Wk 1-10</b> Weekly Welfare Meetings, minutes distributed, Utilising SENTRAL information, Data interrogation, information disseminated to staff <b>Wk 10</b> Term 2 PRIDE programs and how to identify bullying and How to manage student bullying reports
Term 2	<b>Wk 1-10</b> Weekly Welfare Meetings, minutes distributed <b>Wk 1-10</b> Utilising SENTRAL information <b>Wk 5</b> Mandatory Reporting PL <b>Wk 10</b> Term 3 PRIDE programs and dealing with cyberbullying
Term 3	<b>Wk 4</b> MGHS Wellbeing Policies and Anti-Bullying Policy, Anti-Bullying plan, Discipline flow chart <b>Wk 6</b> Mid year meetings for PLP/ILP's <b>Wk 1-10</b> Weekly Welfare Meetings, minutes distributed, Utilising SENTRAL information, Data interrogation, information disseminated to staff <b>Wk 10</b> Term 4 PRIDE programs
Term 4	<b>Wk 9</b> NCCD student list <b>Wk 1-10</b> Weekly Welfare Meetings, minutes distributed, Utilising SENTRAL information, Data interrogation, information disseminated to staff

### 1.3. New and casual staff

MGHS policies, procedures, processes and strategies are communicated to new and casual staff on how to identify, prevent and respond to bullying behaviour.

New staff	Entry on duty at school: Induction process. HT TAL/W Stage 4 works with new staff through an induction weebly to inform them about MGHS Bullying of students: prevention and Response Policy, Anti-Bullying Plan and discipline policy
Casual staff	Induction Booklet provided by HT Admin to casual staff. Induction booklet to include MGHS Bullying of students: prevention and Response Policy, Anti-Bullying Plan and discipline policy
Pre-service teachers	Pre-service teachers induction weebly to include MGHS Bullying of students: prevention and Response Policy, Anti-Bullying Plan and discipline policy

## 2. Partnerships with families and community

This involvement is strongly related to improved student learning, attendance and behaviour. MGHS proactively builds collaborative relationships with families and communities to create a shared understanding of how to support student learning, safety and wellbeing.

Parents and caregivers	Are expected to: <ul style="list-style-type: none"> <li>• Support their children in developing positive responses to bullying consistent with MGHS Anti-bullying plan</li> <li>• Work collaboratively with the school to report incidents of bullying behaviour</li> <li>• Work collaboratively with the school to resolve incidents of bullying when they occur</li> <li>• Be aware of the MGHS anti-bullying plan and access through Sentral Parent Portal if required</li> </ul>
Members of the school community <ul style="list-style-type: none"> <li>• Year Advisor</li> <li>• Assistant Year Advisor</li> <li>• Head Teacher TAL/W</li> <li>• Stage Leader</li> <li>• PRIDE roll call teachers</li> <li>• School counsellor</li> <li>• Wellbeing team</li> </ul>	Are expected to: <ul style="list-style-type: none"> <li>• Make contact with parent and carers in regards to student progress and support</li> <li>• Communicate with parents and caregivers in regards to: <ul style="list-style-type: none"> <li>• Learning Conversations</li> <li>• Reports</li> <li>• N-Award Meetings</li> <li>• PLP/ILP Meetings</li> <li>• Merit system notification (Stage Leader/YA Awards)</li> <li>• Invitations to PRIDE Celebration Assemblies (every Term)</li> <li>• Attendance concerns.</li> </ul> </li> </ul>
School community personnel <ul style="list-style-type: none"> <li>• HSLO</li> <li>• Student Wellbeing</li> </ul>	Are expected to: <ul style="list-style-type: none"> <li>• Assist in improving student learning and wellbeing</li> <li>• Support improvements in student attendance</li> </ul>

<p>Officer (from Sem2 2020)</p> <ul style="list-style-type: none"> <li>• Police Liaison Officers</li> </ul>	<ul style="list-style-type: none"> <li>• Provide information and resources on bullying concerns and ways to respond and report bullying</li> <li>• Work with school executive to support students, staff and families to respond to bullying</li> </ul>
---	---

## 2.1 Website

MGHS 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 any bullying situation:

- 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

MGHS 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><b>Term 1 - 4</b> Communication platforms: Facebook, MGHS website, School Stream, School byte, School Council meetings</p>	<ul style="list-style-type: none"> <li>- Facts sheets from the Bullying No Way website and office of esafety commission. Translated copies provided where available.</li> <li>- Police Liaison Session - focus on educating parents about bullying</li> <li>- Defining student bullying and school support.</li> <li>- Information sent directly to parents via email.</li> <li>- Anti-bullying resources for families found on the school's website. Parents can access web links to all policies and Bullying No Way and NSW anti-bullying website.</li> </ul>

## 3. Support for wellbeing and positive behaviours

MGHS'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 into practises include:

Year	Programs	Other initiatives
7	Year 7 PRIDE lessons Peer Support PDHPE program – Managing Change, This is Me!, Keeping Myself Safe PDHPE program – Out of Harm’s Way 1	Talks by the School Liaison Police Officer to students, staff and parents. Presentations on <ul style="list-style-type: none"> <li>● Cyber safety</li> <li>● Cyber bullying</li> <li>● Profiling</li> </ul> Community Initiatives <ul style="list-style-type: none"> <li>● Rotary Club Parramatta</li> <li>● Promoting Performing Arts - Celebrating the Arts, HSC Drama Evening, HSC Music Evening</li> <li>● Max Potential</li> </ul>
8	Year 8 PRIDE Lessons PDHPE programs – Healthy Relationships, Diversity and Inclusivity	School posters that deter bullying behaviours
9	Year 9 PRIDE Lessons PDHPE programs – Diversity, Respectful Relationships	PRIDE programs contain specific lessons on bullying
10	Year 10 PRIDE Lessons PDHPE program – Coping with Challenges	Peer Support Program <ul style="list-style-type: none"> <li>● Links Yr 7 and Yr 11 students - buddy system</li> </ul>
11	Year 11 PRIDE Lessons Life Ready program Plan To Succeed program	Year 6 -7 Transition and Orientation Day <ul style="list-style-type: none"> <li>● Parent workshops</li> <li>● Opportunities for students to participate in small groups and develop friendships</li> <li>● Communication with Primary school about students at risk.</li> </ul>
12	Year 12 PRIDE Lessons Plan To Succeed program	Brainstorm Productions <ul style="list-style-type: none"> <li>● Live interactive theatre that gives skills and strategies to reduce incidents of bullying</li> </ul> Social and Emotional programs <ul style="list-style-type: none"> <li>● Using SEL model to equip students with skills to cope with societal issues.</li> </ul>

Completed by: Sue Frost

Position: Stage 4 Leader

Signature:



Date: 3.2.2020

---

Completed by: Luke Fulwood

Position: Stage 5 Leader

Signature:



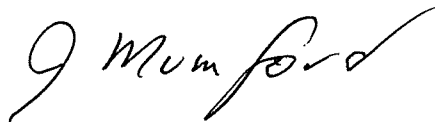
Date: 3/2/20

---

Completed by: Julie Mumford

Position: Stage 6 Leader

Signature:



Date: 3/2/20

---

Principal name: Emma Mansfield

Signature:



Date: 3/2/2020