

ANTI-BULLYING PLAN 2023

Merriwa Central 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.

Merriwa Central 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	DP Student Wellbeing to deliver Anti-Bullying Plan and processes to students from K-12.
Term 1-4	Positive Behaviour for Learning (PBL) lessons to be delivered to all students. Expectations Respect, Responsibility and Learning.
Term 1-4	Information days - Pink Shirt Day, R U OK?, National Day of Action Against Bullying. Employment of Student Support Officer (SSO).
Term 1-4	Rewards days held each term to acknowledge student behaviour and achievements. Assemblies to recognise and acknowledge attendance, academic, sporting achievements and overall positive behaviour.

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	Code of Conduct and Department of Education mandatory training.
Term 1-4	Professional learning of staff with delivery of PBL lessons to the student body.
Term 1-4	Learning and Support Team meetings.
Term 1-4	Blue information folders outlining school policies and procedures at Merriwa Central School.

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 and casual staff employed at Merriwa Central School will meet with a member of Senior Executive where they will be up skilled in the processes, procedures and strategies to prevent and support the student body as part of the school induction program.

New staff are provided with a New Teacher Induction folder and complete weekly training in the processes of the school. This program is delivered by key stakeholders in the school from Senior Executive and Executive positions. It outlines processes in line with both Merriwa Central School and departmental processes.

Monitoring of students attendance, wellbeing and academics through the Learning Support Team.

Executive members are greeted by the Principal and complete the induction process.

Regular staff (K-12), faculty and stage meetings are held.

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	Student Information Orientation Booklets, Behaviour, Code of Conduct, values and expected behaviours.
Term 1-4	Newsletter articles - information on conflict and bullying with links to online resources.
Term 1 - 4	Information and resources are shared on the schools Facebook page and Audiri App.
Term 1-4	Wellbeing resources shared via Year Advisers and classroom teachers including regular liaison with parents.

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.

- PBL Lessons - explicit teaching of expectations Respect, Responsibility and Learning.
- SRC - regular meetings from K-12 to communicate student voice
- Rewards Days - Termly rewards days that acknowledge excellence in attendance, behaviour and achievement
- Peer Support Camp - annual camp for Years 7 and 11 students as they navigate their way through entry in secondary studies and senior school.
- Targeted small group wellbeing programs - identified students develop skill base around resilience, behaviour strategies, positive relationships and emotional intelligence.
- Scheduled programs of whole years including Love Bites, Get Smart, CARS, police talks, K-12 excursion to Red Hill Environmental Education Centre.
- Blueys - to acknowledge excellence in students and contribute to the school merit system.
- R U OK? bullying processes.

Completed by: Narelle Smith

Position: Deputy Principal Wellbeing

Signature:

Date: 24 April 2023

Principal name: Darren Noonan

Signature:

Date: 24 April 2023