



Education &
Communities

Morrisset High School 2019 Anti-bullying Plan



Education
& Training

Our School Anti-Bullying Plan

This plan outlines the processes for preventing and responding to student bullying in our school and reflects the *Bullying: Preventing and Responding to Student Bullying in Schools Policy* of the New South Wales Department of Education and Communities.

Through consultation with the whole school community Morisset High School has developed an Anti-bullying plan which includes protection, prevention, early intervention and response strategies for student bullying.

This plan will be reviewed with the whole school community every three years and will reflect and respond to emerging issues in student behaviour and to current understandings about good practice in managing student behaviour.

Statement of purpose

The school will provide a positive culture where bullying is not accepted, and in so doing, all will have the right of respect from others, the right to learn or to teach, and a right to feel safe and secure in their environment. The school community is committed to this and recognises that purposeful and planned action is required to create a secure and pleasant environment for all students, staff and visitors. Morisset High School actively promotes zero tolerance of bullying, harassment and intimidation. This includes cyber bullying occurring on phones, internet and social websites

Protection

Bullying is repeated verbal, physical, social or psychological behaviour that

is harmful and involves the misuse of power by an individual or group towards one or more persons. Cyberbullying refers to bullying through information and communication technologies.

Bullying can involve humiliation, domination, intimidation, victimisation and all forms of harassment including that based on sex, race, disability, homosexuality or transgender. Bullying of any form or for any reason can have long-term effects on those involved including bystanders.

Conflict or fights between equals or single incidents are not defined as bullying.

Schools exist in a society where incidents of bullying behaviour may occur. Preventing and responding to bullying behaviour in learning and working environments is a shared responsibility of all departmental staff, students, parents, caregivers and members of the wider school community.

All members of the school community contribute to the preventing bullying by modelling and promoting appropriate behaviour and respectful relationships.

Prevention

At Morisset High School, we will build on the protective factors and refer to strategies specifically designed to prevent bullying behaviour such as:

- Embedding anti-bullying sentiments into curriculum and whole school activities
- Developing and implementing whole school protective factors
- Continued education of students, staff, parents and community members in all areas of bullying
- Ensuring activities organized by staff are inclusive of all students to model to students the relevant processes for inclusion
- Ensuring relevant training for staff and students to be able everyone to identify and respond appropriately to potential and actual bullying situations.

Early Intervention

Parents, teachers, students and the community will be aware of the school's position on bullying. The school will follow the process of early prevention, intervention and then resolution of any bullying incidents. The following strategies will be implemented:

- The PBL core values of Respect, Responsibility, Safety and Engagement will be taught across all key learning areas promoting acceptable behaviour and the school agreed purpose and principles.
- Bullying will be dealt with quickly and effectively by the TEACHER initially and then referred as needed.

Actions will be linked to the school Discipline policy to include strategies to deal with unacceptable behaviours, including suspension where necessary. Suspension will be recommended for **Aggressive Behaviour**.

This includes, but is not limited to: hostile behaviour directed towards students, members of staff or other persons, including verbal abuse and abuse transmitted electronically such as by email or SMS text. (Suspension and Expulsion Policy)

Morisset High School will develop and implement wellbeing programs such as Focus days (which will incorporate the DoE core values), Peer Support, PBL, Year Advisor Interventions and inclusive activities.

Response

Bullying will be dealt with quickly and effectively by the whole school staff.

1. Actions will be linked to the school Discipline policy to include strategies to deal with unacceptable behaviours, including suspension where necessary.

Report Verify Respond Action

When a staff member is notified, the staff will verify details provided via Record incident and action on SENTRAL and complete the forms supplied. On 'Sentral' refer to Year Adviser and Deputy. Have discussion as well.

If incident is unresolved, submit the 'Student bullying incident form' to Head Teacher for support. HTeacher to discuss with Year Advisor.

Head Teacher will interview both parties and notify parents. Head Teacher records actions taken to resolve incident on 'Sentral'.

Bullying that appears to involve criminal behaviour such as violence, threats, intimidation, inciting violence, hacking should be reported immediately to Deputy and Principal and will be forwarded to the police and to the School Safety and Response Unit hotline on 1300 363 778.

Procedures for Bullying at Morisset High School will be given to students at Roll Call, announced at assembly and sent to parents via our website and newsletter. It will also be placed on Morisset High School's Website, Facebook page and also promoted through all learning environments.

If a student reports a bullying incident or a teacher witnesses a bullying incident they should:

- Listen and provide support to the student acknowledging the nature and seriousness of bullying behaviour
- Find out the background and attempt to resolve the incident
- Record the incident of bullying behaviour on the Student Bullying Incident form and Sentral. If a staff member feels that they can resolve the situation, the form should still be recorded on SENTRAL

for information purposes – pass this form on to the relevant Year Advisor.

If incident is not resolved or there is a developing pattern emerging, the Year Advisor and/or Deputy will:

- Conduct brief intervention with relevant people
- Refer student to appropriate welfare intervention
- Put in place Anti-bullying procedures as appropriate (eg, mediation, restoration, protective strategies, and disciplinary procedures)
- In case of students 16 years and above privacy and confidentiality rights will be taken into consideration. Refer to the [Privacy Code of Practice](#).

Parents/Caregivers and Community:

- Be aware of the school Anti-bullying plan and work collaboratively with the school to resolve incidents of bullying
- Ensure you contact the school by email or phone call to the Year Advisor if your child alleges bullying is occurring. Do not assume your child has done so.
- Encourage students to discuss the effects and consequences of bullying
- Encourage students to report any incidents of bullying to other students they may have observed.
- Contact the school if you are aware that any child is being bullied or suspect that it is happening, or if you feel no action has been taken

following a report made to the Year Advisor. Call the Deputy or Principal to check.

SENTRAL will be used to collect data and inform the school of actions taken and actions needed. This data will also provide information for the school to monitor and evaluate the effectiveness of the current Anti-bullying Plan and processes.

Annually the PBL committee will review the Anti-bullying Plan and Procedures.

For departmental appeal procedures and information refer to the [Complaints Handling Policy](#).

Year Advisers will collect data from Sentral on patterns of bullying and will discuss and implement appropriate group and individual strategies as required and at School Learning and Support Meetings if further assistance is needed.

This plan will be presented:

- in a brochure that is reader friendly
- on school website, Facebook, and Skool Bag
- Teacher professional learning
- promoted at school assemblies and through enrolment packages

Every year this plan will be:

- Forwarded to the SED
- Provided to students' parents/caregivers
- Published and promoted
- Placed on school's website/student intranet

The principal will report annually to the school community of the effectiveness of the plan.

Additional Information

School Liaison Police officer (SLP): Nathan Johns Ph: 043 7778812
Email: john1nat@police.nsw.gov.au

Kids Helpline: 1800 55 1800

www.kidshelp.com.au www.bullyingnoway.com.au/ www.cybersmart.gov.au/

Principal's comment

Bullying can happen anywhere. It can be in schools, at home, at work, in online social spaces, via text messaging or via email. It can be physical, verbal, emotional, and it also includes messages, public statements and behaviour online intended to cause distress or harm.

Bullying and harassment will not be tolerated at Morisset High School. Proactive processes and procedures have been put in place to support children who may feel bullied or harassed. It cannot be stressed strongly enough the need to speak out and report what is going on to your support network so the behaviour can be addressed.

Building strong resilient young adults who speak out and do not accept this type of behaviour is crucial in ensuring bullying in all its forms stops.

This plan was devised in consultation with:

Wellbeing team, Principal, DP, Girls Adviser, Boys Advisor, Yr Advisers, School Counsellor, Student Representative Council and MHS Executive

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School contact information

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