

# ANTI-BULLYING PLAN 2025

## Mudgee 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.

### Mudgee 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.

Month/Term	Behaviour code for students
Term 1	National Day of Action Against Bullying and Violence/Harmony Day Y Safe presentation, including cyberbullying
Term 3	R U OK? Day
Term 4	Mental Health Month and Quad Jam

## 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.

Term 1	Code of conduct (annual updates and review)
Term 1	Anti-Bullying flowchart/processes sent out to staff.
Term 2	Restorative practices P3, P3, F3 reminder to all staff
Term 4	Pikas method of shared concern refresher including how to use the restoratives practices

## 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:

- The principal, or delegate, speaks to new staff when they enter on duty at the school, as part of the induction process (Term 1, annually).
- Casual staff are provided with an information folder when they enter on duty at the school, part of induction process. An executive staff member speaks to new and casual staff when they enter on duty at the school.

## 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).

### 2.2 Communication with parents

Our school will provide information to parents to help promote a positive school culture where bullying is not accepted and increase parent's understanding of how our school addresses all forms of bullying behaviour.

Term 1	Parent/teacher night - ABA team will be present to answer questions about school support against bullying.
Ongoing	School Facebook and/or school newsletter - Bystander behaviour, say no to bullying.
Term 2	Communication with P&C about the ABA process and resources available at Mudgee High.

### 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:

- In Term 1, the Head Teacher Wellbeing and Student Support Officer to complete an introduction at the first Year 7 Year Meeting (getting to know your support people). Also done in PDHPE classes.
- Resilience, self-esteem and mentoring small group programs via Learning Support Team referral e.g. RAGE, drumbeat - Use of 'Bullying No Way' Student Poster Template visible around the school (to be updated annually).
- Use of Merit system acknowledging pro-social behaviours (i.e. being an 'up-stander')
- Year 7 Peer Support Program to promote friendship and support between older and younger peers through regular collaboration between their classes, which fosters a sense of whole-school community.

Completed by:	Robyn Burke
Position:	Head Teacher Wellbeing
Principal name:	Wayne Eade
Date:	09/04/2025