

# ANTI-BULLYING PLAN 2025

## NEWTOWN HIGH SCHOOL OF THE PERFORMING ARTS

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.

### Newtown High School of the Performing Arts' 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. 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.

<b>Dates</b>	<b>Communication topics</b>
Ongoing	Whole School Assemblies + Year Assemblies with programs focusing on wellbeing initiatives and key events e.g. PERMA, which steps through five elements essential to human wellbeing and flourishing: positive emotions, engagement, relationships, meaning and achievement, and the Best Practice Framework for Online Safety (eSafety Commissioner)
Term 1 and ongoing	Whole School Assemblies and Year Assemblies: Introduction to the school values of Excellence, Creativity and Equity and what this means. Introduction to Prefects + SEED + Introduction to the Year Advisers + School Counsellors + Student Support Officer. School Values, ethical understanding, anti-bullying and supports and safety at school communicated by Year Advisers and the Senior Executive. 'Bullying No Way' National Day of Action Against Bullying (Whole School). Students are engaged in activities which support a safe school environment and develop strategies to advocate against bullying.
Ongoing	Year Meetings to promote a positive school culture (All Year groups).
Ongoing	Peer Support Programs (Year 7 & 10) focussing on social and emotional skills and building resilience. Year 7 (with Year 9 as mentors) Transition Program in partnership with Newtown Neighbourhood Centre. Wellbeing meetings and complex case meetings
Terms 1, 2, 3 or 4	Bully Busters/Cyber Buster Presentations (or similar): (Years 7/ 8); Headspace anti-bullying workshops (Year 7); Year Meetings and workshops with Police Youth Engagement Officers.
Terms 1, 2, 3 or 4	Guest Speaker (Years 9/10); Positive relationships & Anti Bullying programs (Year 7); Love Bites Junior: one-day workshop tailored to Stage 4 that focuses on positive relationships amongst peers, cyber bullying, racism, sexism, homophobia.
Term 3	Police Liaison Officer - Cyber Bullying + eSafety (Years 7, 8, 9 and 10)

## 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.

<b>Dates</b>	<b>Communication topics and Professional learning</b>
Term 1	2025 Student Behaviour Management & Support Policy, Anti-Bullying Plan and Digital Devices Policy presented to staff.
Ongoing	Wellbeing Meetings: Year Advisers, Executive staff, School Counsellor, and Student Support Officer discuss behaviours of concern, student relationships and supports. Executive Meetings and Staff Meetings – updates on student wellbeing issues and behaviour. Complex Case Meetings.
Ongoing	Professional Learning: Familiarisation with updated NHSPA Student Behaviour Management & Support Policy, and implementation of strategies from the eSafety Best Practice Framework for Online Safety.

## 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.

- Deputy Principal, Teaching and Learning, to induct new and temporary staff on school policies and plans
- Deputy Principal, Teaching and Learning, to ensure all staff have an updated staff handbook.
- Head Teacher Administration to induct casual staff on school policies and plans
- Head Teachers to monitor and assist new and casual staff

## 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

Behaviour Code for Students

NSW Anti-bullying website

## 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 topics
At least once through the year	Parent information session: Cyber Safety; Headspace led Parent Seminar on mental health and wellbeing; Inner West Police, Danny Cullen, Youth Engagement Officer, to conduct an anti-violence and bullying talk with the students (Term 1). P&C Meetings (we can offer further information session for parents on specific topics, free sessions available through our local Headspace and other local health services).
Throughout the year	Fortnightly Bulletins sent to all parents/carers; school website and social media pages used to reinforce the school's position on bullying and to provide information and advice to students and parents. P&C Meetings: Defining School Supports. Parent Information Booklets provided to parents on enrolment.
Terms 1, 2 & 3	Parent Teacher Nights.

## 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:

- Student Support Officer
- Year Meetings with Positive Psychology focus – Positive Relationships, Resilience, Meaning & Purpose, Engagement
- Year 9 and 10 Coaching Program
- Peer Support Program Year 10 & 11 Transition Programs
- Year 12 Mentoring program
- Year 8/11 Coaching Program
- Year 8, 9 raise mentoring
- Love Bites Jr Yr 7 & Love Bites Sr Yr 10 (respectful relationships workshops)
- Focus Days – Year 7, 8 and 9
- Community Centre Visits and volunteering opportunities
- Presentation Assemblies – All Year groups
- Social, Emotional and Environmental Development (S.E.E.D.) Program
- Boys Wellbeing Program (Top Blokes)
- Anti racism workshops
- Pride Group
- Year 8 Digital Citizenship
- Restorative Practice – School-wide
- Year 9 Leadership Camp
- Year 11 Crossroads Camp
- Wellbeing Team comprising of Deputy Principal, Year Advisers, Assistant Year Advisers and school counsellors
- Learning & Support Program
- Signage in the Classroom

**Position:** Principal, Deputy Principals, Student Support Officer

**Principal name:** Dr. Susan Green

**Date:** 3/2/2025