



# NEWTOWN HIGH SCHOOL OF THE PERFORMING ARTS ANTI-BULLYING PLAN





## ANTI-BULLYING PLAN

*The NSW Department of Education rejects all forms of bullying. No student, employee, parent, carer or community member should experience bullying within the learning or working environments. Newtown High School of the Performing Arts is a positive, accepting and tolerant community where the values of Excellence, Creativity and Equity are developed in a safe nurturing environment. Everybody has a right to feel safe, to have person/property respected, to learn, be heard and make a positive contribution.*



## WHAT IS BULLYING?

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. Cyber bullying refers to bullying through information and communication technologies.

Bullying can involve humiliation, domination, intimidation, victimisation and other 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 including bystanders.

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

### **Bullying behaviour can be:**

- verbal eg name calling, teasing, abuse, putdowns, sarcasm, insults, threats
- physical eg hitting, punching, licking, scratching, tripping, spitting
- social eg ignoring, excluding, ostracising, alienating, making inappropriate gestures
- psychological eg spreading rumours, dirty looks, hiding or damaging possessions
- cyber bullying eg: malicious SMS and email messages, inappropriate use of social media and camera phones

The term "bullying" has a specific meaning. The school's Anti-bullying Plan sets out the process for preventing and responding to student bullying. The school has a range of policies and practices, including welfare and discipline policies that apply to student behaviour generally.



## STATEMENT OF RESPONSIBILITIES

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 staff, students, parents and caregivers and members of the wider school community. At Newtown High School of the Performing Arts we strive to create a school-wide culture that is safe and inclusive and allows students to flourish free from discrimination, harassment or any form of bullying.

### ALL MEMBERS OF THE SCHOOL COMMUNITY have a responsibility to:

- Model and promote positive relationships that respect and accept individual differences and diversity within the school community
- Be empowered with information about the school's Anti-Bullying Plan
- Work collaboratively with the school to resolve incidents of bullying when they occur

### STUDENTS have a responsibility to:

- Model appropriate behaviour which respects and values individual differences and diversity and show consideration, respect and support for others
- Use strategies taught through school based programs to respond appropriately to instances of bullying
- Behave as responsible upstanders
- Behave as responsible digital citizens – this means interacting with others online in a positive and respectful manner, and ensuring that comments, images, videos and other material shared online respect the privacy and reputation of all
- Follow the school's Anti-Bullying Plan
- Inform a responsible adult such as parent, teacher, counsellor or Deputy Principal, if you are being bullied OR have seen another student being bullied



*Upstanders are the most powerful participants in bullying incidents. It is imperative that upstanders make it clear to the bully that his/her behaviour is unacceptable, support the target of bullying, and report the bullying incident to a trusted adult*



## SCHOOL STAFF have a responsibility to:

- Model and promote appropriate, respectful relationships and behaviours
- Promote preventative and resilience strategies
- Empower students to become upstanders
- Understand and implement the Anti-Bullying Plan
- Respond in a timely manner to incidents of bullying
- Manage, report and escalate matters where necessary
- Provide curriculum and pedagogy that supports students to develop an understanding of bullying and its impact on individuals and the broader community
- Participate in professional learning on bullying
- Ensure open lines of communication between home and school to respond to bullying situations if they arise
- Review the school's Anti-Bullying Plan regularly to ensure it remains relevant and meets the needs of the students



## PARENTS & CARERS have a responsibility to:

- Model appropriate behaviour that promotes positive, respectful relationships and behaviours
- Encourage their children to show consideration, respect and support for others
- Implement good management systems in the home environment that monitors the presence of bullying
- Support their children to become resilient in dealing with challenges and to become confident in reporting bullying
- Be aware of the school's Anti-Bullying Plan and assist their children in understanding bullying behaviours
- Report incidents of school related bullying behaviour
- Work collaboratively with the school to resolve incidents of bullying when they occur
- Become more computer literate and be aware of and monitor online activities



# How STUDENTS handle bullying behaviour





## How ALL STAFF handle student bullying

- Listen calmly and document what the student tells you
- Record incident on Sentral
- Follow Behaviour Management Policy and the Anti-Bullying Plan
- Inform student that relevant personnel may need to be notified of the incident
- Report and consult with the Head Teacher, Year Adviser or Deputy Principal

### Head Teacher:

After consultation with the reporting teacher, steps may include:

- Collect additional information eg. witness statements, teacher reports and information from Year Adviser or Deputy Principal
- Provide suggestions on what to do if the bullying occurs again
- Set a date for a follow up review with the student
- Contact parent/carer and inform them of the incident and the course of action
- Restorative conversation between student being bullied and student exhibiting bullying behaviours
- Refer students to the school counsellor
- Report ongoing incidents of bullying to Year Adviser or Deputy Principal
- Reporting teacher is kept informed during the process

### Year Adviser:

If the incident requires Year Adviser involvement, steps may include:

- Collect additional information eg. witness statements, teacher reports and information from Deputy Principal
- Provide suggestions on what to do if the bullying occurs again
- Set a date for a follow up review with the student
- Contact parent/carer and inform them of the incident and the course of action
- Restorative conversation between student being bullied and student exhibiting bullying behaviours
- Refer students to the school counsellor
- Report ongoing incidents of bullying to Deputy Principal
- Ongoing follow up with students over time
- Reporting teacher is kept informed during the process



**Deputy Principal:**

If the incident requires Deputy Principal involvement, steps may include:

- Collect additional information eg. witness statements, teacher reports, Year Adviser reports
- Provide suggestions on what to do if the bullying occurs again
- Set a date for a follow up review with the student
- Contact parent/carer and inform them of the incident and the course of action
- Restorative conversation between student being bullied and student exhibiting bullying behaviours
- Refer students to the school counsellor
- Report serious and/or ongoing incidents of bullying to the Principal to decide on the course of action (ie Letter of concern/Caution/Suspension)
- Ongoing follow up with students over time

**Principal:**

Should the bullying behavior require Principal intervention:

- Decide on the course of action (eg. Suspension)
- Inform Police if required (eg. severe cases of Cyber Bullying)



## How PARENTS & CARERS can handle bullying

### If your child is being bullied:

- Listen calmly and get the full story
- If required, encourage your child to report the incident to their Year Adviser, Counsellor or Deputy Principal
- Work collaboratively with the school to resolve the incident
- Discuss and practise strategies to respond to bullying

### If your child is bullying others:

- Talk with your child and explain why bullying is unacceptable
- Consider what else might be happening for your child
- Teach conflict resolution skills
- Discuss the behaviours with the school in regards to any concerns you may have

### If your child has seen bullying:

- Encourage your child to talk about what happened
- Talk about being a supportive upstander
- If your child tells you that the bullying is continuing or increasing, contact the school

*Parents working together with the school is the best way to stop the bullying happening again*





## RESOURCES

This plan has been devised in alignment with information from:

- **NSW Department of Education Anti-Bullying Policy**  
<https://education.nsw.gov.au/policy-library/policies/bullying-of-students-prevention-and-response-policy>
- **Anti-Bullying NSW**  
<https://antibullying.nsw.gov.au/>
- **Bullying – No Way!**  
<https://bullyingnoway.gov.au/>
- **Reach Out Australia**  
<https://au.reachout.com/>
- **Head Space**  
<https://headspace.org.au/>
- **Kids Helpline – 1800 551 800**  
<https://kidshelpline.com.au/>