

NEWTOWN PUBLIC SCHOOL

PREVENTION AND RESPONDING TO INCIDENTS OF STUDENT BULLYING



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NEWTOWN PUBLIC SCHOOL

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Education
Public Schools



Together we grow

This plan outlines the processes for preventing and responding to student bullying in our school and reflects the [NSW Department of Education's policy for Preventing and Responding to Incidents of Student Bullying](#).

This plan has been **developed in consultation** with:

- Students through class discussions, interview and 'Tell Them From Me' survey data,
- Staff through collaborative planning sessions and workshops, and;
- Community, through the P&C Association and 'Partners in Learning' parent survey report.

STATEMENT OF PURPOSE:

This plan aims to address **all forms of bullying behaviour** that may occur within the school environment. It aims to provide positive strategies for preventing, reporting and managing all forms of bullying behaviours and incidents within the school environment.



PROTECTION:

Newtown Public School values respect and diversity within a safe and supportive school environment. We foster positive relationships through our commitment to student & school wellbeing.

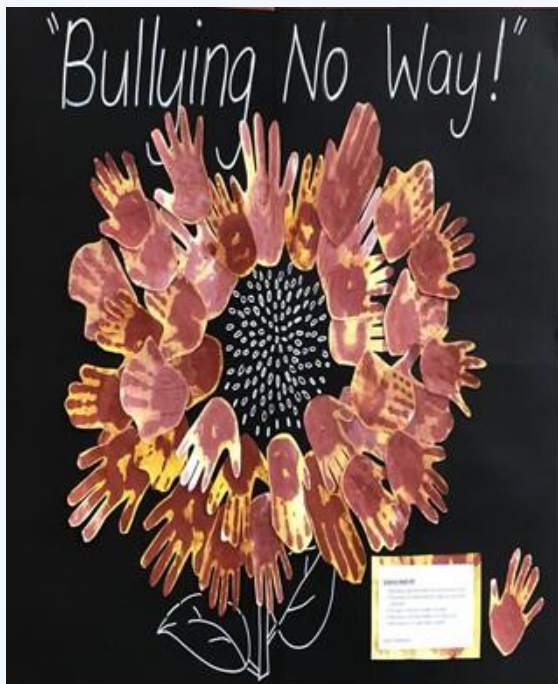
We define bullying as repeated verbal, physical, physiological or social behaviour that is harmful and involves the misuse of power by a group or an individual towards one or many students. Bullying can take many forms. We define these as follows:

- **Verbal** – the student may be called names, put down, threatened, humiliated, intimidated, victimised or harassed.
- **Physical** - may include, hitting/punching, pushing/shoving, kicking, throwing projectiles, stolen or damaged belongings, spitting, intimidation, coercion. NOTE: Conflicts and fights between individuals and single incidents do not fall under the category.
- **Social** - the student may be excluded, ignored or the victim of gossip and rumour spreading.
- **Physiological** - the student may be persistently harassed or provoked to get a reaction.
- **Cyber** - sending negative messages, or engaging in negative and inappropriate online behaviour via email, phone or social media.

STUDENT VOICE:

In March 2024, students at NPS workshopped the following definitions of bullying.

WHAT BULLYING IS...	WHAT BULLYING IS NOT...
Consistent use of negative language towards another person	Someone being mean to you
It is targeting to make someone else miserable	A disagreement between peers
Intimidating others	Teasing/banter between friends
Using social media and online gaming chat rooms to be unkind	The occasional verbal and physical 'fight' between friends
It can be mental, physical or cyber	
It makes someone feel bad, hurt, scared or that they don't belong in a continuous way	



BULLYING. NO WAY!

2024 BULLYING PREVENTION FLAGS

Each year, in Bullying No Way Week, classes work together to create a representation of how they will work together to take a stand against bullying. Classes define important terms, agreeing on what is, and what isn't considered bullying. Classes talk about how to be a positive bystander, and what to do if they see someone being treated unfairly. The class flags are presented to the school community, and are then displayed in a prominent position for other classes to view.

RESPONSIBILITIES

Students will be able to:

- Identify bullying behaviour
- Engage in responsible reporting when witnessing or experiencing bullying
- Demonstrate some self-management and resilience strategies
- Demonstrate empathy for targeted members of the school community and as a result become an 'up-stander' not a 'by-stander'
- Participate in restorative conversations when things go wrong

Teachers/staff will be able to:

- Acknowledge that preventing and responding to bullying is a shared responsibility in and across the school
- Empower students to deal with conflict in constructive ways and using appropriate communication
- Model positive behaviour, especially when conflict arises
- Create opportunities for students to develop and display their social and emotional conscience
- Facilitate restorative circles and discussions when things go wrong
- Facilitate class discussions and sharing circles focusing on preventing bullying, strategies to help manage bullying and staying safe online

Parents/carers will be able to:

- Promote community values such as respect, caring for others safety, cooperation, responsibility and conflict resolution
- Understand and work with the school's approach to dealing with incidents of bullying behaviour
- Support their child and the school if peer relationship problems arise
- Model positive and appropriate behaviour especially when conflicts arise.



PREVENTION

Newtown Public School recognises that we have a responsibility to create **organisational and leadership practices that support all students**. As part of our **2021-2024 School Plan**, we implemented strategies for preventing bullying as listed below. These strategies continue to be built upon in each year.

Student leadership skills are developed through our extensive student leadership programs. All students in Year 4, 5 & 6 have the opportunity to join a department and the Student Representative Council. Students in Year 6 have the opportunity to apply for the role of Student Minister for the departments.

- Whole school participation in a range of wellbeing programs that support students in making friends, building resilience and anti-bullying strategies.
- Timetabled weekly 'Grow Your Mind' lessons support students with strategies to make positive choices for themselves and for others.



- Comprehensive whole school transition program and handover of essential student information. Each year, every grade experiences a 'moving up' program where they get to experience 3 mornings in their new stage. This helps to build positive relationships and connections with teachers and students in their new cohort, alleviates anxiety about change, and helps students with a growth mindset about transition to the new school year.
- Personal profiles are collated by teachers to inform the next years class teachers about student's learning and social skills. These dynamics are carefully considered when forming classes.
- Creating a culture of support and resilience through the implementation of positive psychology initiatives including work on developing growth mindsets and using individual character strengths to set SMART goals and regular gratitude practices.
- The use of facilitated restorative circles when dealing with confirmed incidents of student bullying behaviour.
- Clear and timely communication with parents and carers when seemingly one off incidents occur between students to address concerns before they escalate to bullying behaviour.

PREVENTION

Early Intervention Strategies:

- Class teachers implement lesson from the 'Bullying, No Way!' program during Term three each year. These units of work culminate in our participation in the National Day of Action against Bullying.
- Student wellbeing is a regular item on our weekly staff meeting agenda and this is a forum for staff to discuss any incidents of bullying, or any students who might be requiring social support.
- Modelling the use of facilitated restorative circles and restorative language when responding to student behaviour incidents and issues on a regular basis.
- Clear and timely communication with parents and carers when one off incidents occur if deemed they have the potential to escalate into bullying.



Response:

At our school we have clear and communicated procedures for reporting incidents of bullying.

The procedures for responding to reported incidents of bullying behaviour are outlined in the Flowchart on the following page

Incidents of student bullying can be reported (anonymously if required) by completing the [Reporting an Incident of Student Bullying Form](#). Action taken is recorded on School Bytes student profiles.



NEWTOWN PUBLIC SCHOOL FLOWCHART FOR RESPONDING TO INCIDENTS OF STUDENT BULLYING

Using **whole school classroom behaviour management** systems and **recording in School Bytes**, teachers keep detailed and up to date records of incidents that could contribute to, or result in, student bullying behaviour incidents.

An incident of bullying* is reported or witnessed by a staff member, parent or carer, student bystander or victim

** we define bullying as repeated verbal, physical, physiological, cyber, or social behaviour that is harmful and involves the misuse of power by a group or an individual towards one or many students.*

Class teacher, Assistant Principal or Principal speak with all students involved, including students who may have witnessed the behaviour. Students **may be spoken to separately** and accounts of the incident are **documented and compared**.

If the incident is **confirmed** to be an account of student bullying, **parents/carers are contacted** via phone, email or letter, or they may be invited in for a meeting.

If the incident is **not confirmed** to be an incident of student bullying, detailed records are made in School Bytes.

Students involved attend a **restorative circle session** with the Assistant Principal or Principal where the victim has a chance to speak openly about how they were affected by the incident, and the student who committed the bullying behaviour has a chance to try and make things right. It is at this time that **consequences** may be negotiated for the student or students involved in the bullying behaviour. This may be particular to the kind of bullying that has occurred.

Incident is recorded in the **Register of Student Bullying Behaviour in School Bytes**

If deemed necessary, the Principal will contact the **DoE Child Wellbeing Unit, NSW Family and Community Services**, or in a case of serious physical or verbal violence, the **NSW Police**.

The situation is **monitored fortnightly for an additional 4 weeks** and all additional details are uploaded into the Register of Student Bullying Behaviour for record keeping purposes. This data will also be analysed regularly by Assistant Principals and Stage Supervisors to identify and respond to patterns of bullying behaviour.

This plan will be **communicated regularly** in the school newsletter and will be formally evaluated by the **staff and parents/carers** once a year. It will be updated throughout the period of our current **School Excellence Plan (2025-2028)**.

ADDITIONAL INFORMATION:

Bullying No Way resources: <http://bullyingnoway.gov.au/>

Teaching Restorative Practices with classroom circles: Restorative Practices

Police Youth Liaison Officer: Constable Danny Cullen, Newtown Local Area
Command. 02 9550 8199

Kids Helpline: 1800 55 1800

This plan was updated and reviewed by:

Helen Campbell – Principal (relieving)

Ashlee Lasalo – Assistant Principal

Endorsed by NPS Staff annually during Bullying Prevention Week.

