



At Newbery Park Primary School all students have the right to be safe.

Therefore we take bullying seriously. This policy explains what bullying is, how you can report it and what we will do to stop it happening.

At Newbery Park Primary School we believe that:

- Bullying is the systematic abuse of power
- Bullying is not simply about difference. It may occur because of people's inability to accept and value difference
- Bullying includes racist or sexual harassment or any other form of discriminatory behaviour
- Bullying is everyone's business
- Bullying can involve violence
- Bullying can be verbal, non-verbal, physical or emotional abuse

A definition of bullying

Bullying is a deliberate, hurtful gesture, words or actions which are repeated over time. Examples of bullying are:

- Having your lunch money taken away.
- Being left out of games or conversations.
- Being deliberately hit or kicked on a regular basis
- Being bullied by SMS on mobile phones or through the internet.

What can you do about bullying?

If you are bullied or you know someone who is being bullied, please report it.

Who to report it to

Tell your teacher, the school counsellor, the principal or a professional counsellor in an outside agency. Tell your parents or caregivers too.

How to report

Tell the trusted adult where the bullying happened, how often it has happened and what you have done to try to stop it happening.

When to report

Report the bullying to a trusted adult as soon as it happens. Do not ignore it. When bullying is ignored it may get worse.

What we do about incidents of bullying

- We will listen and talk to the person who has been bullied and the person who has bullied them.
- We will support the person who has been bullied with prevention and intervention strategies.
- We will put negotiated consequences in place for the person who has been bullying others. These may include time out, suspension or exclusion.
- We will use process to help everyone involved to improve their relationships with each other.

At Newbery Park Primary School we do not use a 'one size fits all' approach. This is because each person is different and each incident of bullying is different.

RESTORATIVE CONFERENCES

We use Restorative Conferences to build relationships and repair damage in a way that holds the wrongdoer accountable and to empower the victim. Here are some questions we may ask:

To the Wrongdoer...

What happened?
What were you thinking at the time?
What have you thought about since?
Who has been affected by what you have done and why?

To the Effected....

What did you think when this happened?
What impact has this incident had on you had others?
What has been the hardest thing for you?
What needs to happen to help make things get better?

To the wrongdoer (again)...

What do you need to do help make things better?
If you do not do what we have agreed what do you think should happen next?

What we do at Newbery Park Primary School to reduce bullying

If an incident of bullying happens at Newbery Park we use **prevention, intervention** and **post-intervention** strategies.

Prevention strategies include:

- Using the curriculum to teach students about respectful relationships, civics and citizenship.
- Developing programs to help students participate and have a say in their learning.
- Teaching students about violence prevention, conflict resolution, anger management and problem-solving and developing policies which promote student safety.
- Teaching for and about diversity.
- Providing professional learning for staff in collaboration with local agencies.

Intervention strategies include:

- Counselling students who have been bullied.
- Talking with parents or caregivers about the situation.
- Putting consequences in place for those who bully others.
- Teaching students to be better bystanders.
- Ensuring that all staff know how to address bullying effectively and respectfully.

Post-Intervention strategies include:

- Monitoring the situation between the students to ensure that their safety and wellbeing are maintained.
- Talking with parents or caregivers about strategies.
- Reviewing our yard duty procedures to make sure they are effective.
- Dealing with hotspots in the yard.
- Reviewing and evaluating behaviour codes and policies.

If you would like further information about bullying or you would like to know anything else about our school, please contact us.

Telephone: 08 8733 2864

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