



Northmead Creative and Performing Arts High School Anti -Bullying Policy

This policy should be read in conjunction with the Department of Education Policy:
Bullying of Students - Prevention and Response Policy

<https://policies.education.nsw.gov.au/policy-library/policies/pd-2010-0415?refid=285835>

The policy also reflects Key elements of the Wellbeing Framework for Schools which focuses on the important of respectful relationships: *“Our students will be actively connected to their learning, have positive and respectful relationships and experience a sense of belonging to their school and community”*

https://education.nsw.gov.au/content/dam/main-education/student-wellbeing/whole-school-approach/Wellbeing_Framework_for_Schools.pdf

Northmead Creative and Performing Arts High School’s Anti-bullying Policy recognises that every student at Northmead Creative and Performing Arts High School is known, valued and cared for, and has a right to be safe and happy in the learning and social environments provided.

Bullying is NOT acceptable in any form.

Bullying is the intentional and repeated behaviour by an individual or group which causes hurt or distress to another person. Bullying involves an abuse of power and can involve harassment (e.g. gender identity, race, disability, religion).

Bullying can take many forms including;

- **Verbal bullying** such as name calling, putdowns, insults, threats, sarcasm, rude or inappropriate comments
- **Physical bullying** such as hitting, punching, kicking, tripping, spitting, stealing or breaking personal belongings
- **Social bullying** such as deliberately excluding, ostracising, manipulating or embarrassing someone in public
- **Psychological bullying** includes behaviours such as spreading rumours, giving dirty looks or hiding or damaging possessions
- **Cyber bullying** refers to the use of technology or any social media platforms to harass another person. This can include malicious or threatening messages, pictures or comments on any social media platforms such as Snapchat, Instagram or Facebook

Students, staff, parents, caregivers and members of the wider school community have a shared responsibility to:

- **RESPECT** individual difference and diversity
- **MAINTAIN** a safe school environment for learning and friendships to flourish
- **REPORT** any incidents of bullying when they occur
- **RESOLVE** incidents of bullying by working together

Northmead Creative and Performing Arts High School promotes the **STOP** response when addressing incidents of bullying. This method is displayed throughout the school. Students are taught about the School Anti-Bullying Policy at the Year meetings and school camps where it is presented each year.

Teachers revise the school's Anti-Bullying Policy each year with new members of staff attending training in how to with regard to responding and reporting incidents of bullying.

Teachers act as role models for students in working and communicating respectfully with others.

The school promotes and recognises students displaying the school values of Commitment, Community, Tolerance, Respect and Responsibility with merit and Student of the Week awards.

All students at Northmead Creative and Performing Arts High School:

- participate in workshops such as Police talks, guest speakers, leadership programs
- engage with curriculum material in Stage 4 and 5 PDHPE classes that enhance understanding and skills in assertive behaviour, positive relationships and appropriate responses to bullying
- Have access to support personnel including Deputy Principals, Year Advisors, Learning Support staff, School Counsellors and the Student Support Officer if they require assistance.

If bullying occurs, students are

S Stand up for yourself

T Tell a teacher

O Offer help to the person

P Prepare a statement

The STOP response to bullying

Stand up for yourself

- Students are taught to stand up for themselves, be respectful but assertive and tell the bully to stop.
- Students should try their best to ignore the bully and avoid responding in a rude or aggressive manner.
- Students are encouraged to show resilience and avoid the bully by moving to a quiet space in the school such as the front office, school library or areas like the Harmony Garden. Students could also move to any staff rooms or teacher in the playground where they can report the incident that has occurred.

Tell a Teacher

- The student who has been bullied or their friend should report the bullying incident to a teacher as soon as possible.
- The student's wellbeing is the teacher's first priority so they will help and reassure the student of their safety. Where necessary the teacher will help the student to calm down, tell them they will be supported and refer the incident to their Head Teacher, Year Advisor or Deputy Principal who will encourage them to write a statement.

Offer support or help to the student

- Unfortunately, bullying can sometimes take place when a teacher is not present. When a student is noticeably being bullied, a friend or person nearby should offer them help and assistance to move away from the bully and report the bully to a trusted adult.
- The person offering assistance should write a statement of the incident as evidence to record what they witnessed.

Prepare a statement

- The teacher collects the statement from the student and any witnesses and enters the incident on Sentral. The incident should be referred to the Deputy Principal of the year group by the teacher.
- The Deputy Principal investigates the situation involving appropriate support staff and makes contact with parents of the victim and bully so that the matter can be resolved.
- Support services and/or disciplinary actions may be implemented.

Parents or guardians who believe their children are being bullied are encouraged to contact the school immediately so the matter can be investigated.

Students who attend the school and believe their siblings may be being bullied are advised to report the incident to their Deputy Principal rather than getting involved.

Cyberbullying

Use of technology such the internet or a mobile phone to hurt, harass or embarrass someone is referred to as cyberbullying. One of the greatest challenges with Cyberbullying is that it may be anonymous, can happen at any time, and can therefore cause great distress for those who receive it.

Cyberbullying behaviours might include:

- abusive texts, emails or messaging
- the posting of images or videos designed to embarrass or humiliate
- the reposting of private content on a public platform
- creating false content under the name of another student
- humiliating others online
- posting unkind comments on another person's content
- screen-shotting personal content and republishing
- spreading nasty online gossip and chat in group chats or posts
- creating fake accounts to trick someone or humiliate them

It is very important that students be aware of how to be cybersafe. Students are taught to

- Keep control of your online content by using strong passwords that are not shared
- Avoid connecting with anyone online that you do not know
- Be aware of your digital footprint and ensure that content that you post is appropriate and not easily accessed by others
- Report any unusual or concerning behaviour to a trusted adult.

Northmead Creative and Performing Arts High School advocates that students follow the actions below if they become a victim of cyberbullying.

1. Students SHOULD NOT respond to a bully online. They should not answer calls from numbers that they do not recognise
2. Students should save the evidence by taking screen shots or saving recordings and speak to a trusted adult
3. Students should block the bully or any students associated with the bully
4. Students should avoid gossiping about the bully or the incident
5. Students should support friends if they become aware that they are being bullied online by screen shotting content before reporting it to a trusted adult
6. Report incidents involving students from school to the Deputy Principal
7. Report incidents of unknown people outside of school to the Deputy Principal or directly to the police.

Information in resolving cyber bullying incidents can be gained from the DoE policy <https://policies.education.nsw.gov.au/policy-library/policies/pd-2010-0415?refid=285835> and E-Safety Commissioner <https://www.esafety.gov.au/key-issues/cyberbullying>

In all cases, students are encouraged to report incidents of bullying to staff members. The school recognises that sensitive and flexible responses to bullying are needed for effective intervention. According to the nature of the report a combination of the following responses will occur;

- An incident report will be taken from all students involved and witnesses
- Teachers will record reported incidents on Sentral and communicate to the appropriate personnel
- Deputy Principals and members of the Student Welfare and Wellbeing Team will provide support to the victim and any other students impacted by the situation.
- Family members will be contacted.
- Individualised support programs and guidance will be provided to the bullies. Family members will be contacted
- Additional external support agencies will be contacted as required.

Bullying is addressed in the Department of Education Suspension and Expulsion Policies. Serious disciplinary actions can be taken against those involved in bullying. The Senior Executive will address each situation individually and will act in accordance with the policy statement

[Suspension and Expulsion of School Students Procedures \(nsw.gov.au\)](https://www.nsw.gov.au/education/suspension-and-expulsion-procedures)