



BULLYING PREVENTION POLICY



What is bullying?

Bullying is ongoing and deliberate. It can be verbal, physical or social behaviour that intends to cause harm. It can involve individuals or groups and can happen in person or online.

Our philosophy

Newcomb Primary School has a number of programs and strategies in place to build a positive and inclusive school culture. We prioritise building relationships to promote wellbeing. We teach behaviour that demonstrates acceptance, kindness and respect.

Strategies in place

- Our School Wide Positive Behaviour Program runs across the school, including an expected behaviour matrix and whole school token reward system.
- A positive school environment that provides safety, security and support for students and promotes positive relationships and wellbeing.
- Strong partnerships between the school, families and the broader community
- A range of incursions and programs (including The Resilience Program and Respectful Relationships) that are planned each year to raise awareness about bullying and its impacts.
- Our social and emotional learning curriculum teaches students what constitutes bullying and how to respond to bullying behaviour assertively.
- Students are encouraged to look out for each other and to talk to teachers and older peers about any bullying they have experienced or witnessed
- We participate in the National Day of Action against Bullying and Violence

How do we manage bullying if it occurs?

Bullying is not tolerated at Newcomb Primary School. We ensure bullying behaviour is identified and addressed with appropriate and proportionate consequences. All bullying complaints will be taken seriously and responded to sensitively.

Students, parents and carers who have experienced or witnessed bully behaviour are encouraged to report their concerns as soon as possible. Students are encouraged to speak to their classroom teacher or any trusted member of staff.

When notified of alleged bullying behaviour, school staff are required to address it in a timely and appropriate manner by:

1. Recording the details of the allegations in COMPASS; and
2. Informing the Classroom Teacher, Wellbeing Leader and School Principal
3. Staff will then conduct a detailed investigation of allegations of bullying in a timely and sensitive manner, with detailed notes will be recorded for future reference.

Newcomb Primary School will consider a number of factors when determining the most appropriate response to the behaviour which may include:

- Contacting parents/guardians
- A restorative practice meeting being held,
- Counselling may be offered.
- Targeted strategies (e.g. cyber safety) may be implemented
- Disciplinary consequences may be put in place for the perpetrator.

Our Commitment

Newcomb Primary School understands the importance of monitoring and following up on the progress of students who have been involved in or affected by bullying behaviour.

