



POLICY DOCUMENT

Policy Number (PN): 3.7.1 & 3.7.2

Policy Name: **Student Anti-Bullying Process**

Last Revised: May 2023

STUDENT ANTI-BULLYING PROCESS

In the first instance, at Newcastle Grammar School, restorative responses (No Blame and/or Shared Concern) are employed when dealing with bullying incidents based on the Rights and Responsibilities outlined below and on effective strategies supported by research. Bullying of any kind at Newcastle Grammar School is unacceptable.

Student Rights

I expect the right to be happy and to be treated with fairness, empathy and respect; this means being able to move about the School without being laughed at, hit, pushed, threatened, or denigrated in any way.

Student Responsibilities

I have a responsibility to see that I do not laugh at, hit, push, threaten or in any way denigrate other people in our School. I also have the responsibility to ensure that all members of our School Community are safe and treated with fairness, empathy and respect.

STAGE 1:

Suspected incident(s) reported by parent, teacher, student(s) or victim to Teacher, staff member, Prefect, Head of House, Deputy Head of School (Hill Campus) or Head of Student Wellbeing K-6 (Park Campus):

- Deputy Head of Primary (Park Campus) or Head of House (Hill Campus) of student making complaint and the accused are informed.
- Other students may need to be interviewed, this will depend on how the student wishes to proceed and the nature of the incident.
- Student making report is interviewed by Head of Student Wellbeing K-6 (Park Campus) or her/his Head of House (Hill Campus) on how she/he wishes to proceed and the nature of the incident.
- Accused is interviewed by Head of Student Wellbeing K-6 (Park Campus) or her/his Head of House (Hill Campus).
- If the accusation is found to warrant action then the accused is advised of the following:
 - ~ His/her actions must stop
 - ~The victim does not want similar incident(s) to continue
- The victim at this point may not wish aggressor to be punished
- No other student is to become involved or act on aggressor's behalf

- Aggressor is to be interviewed again within one week
- The victim of bullying will be interviewed again to check the situation has been resolved.

A severe physical or vindictive action would result in immediate Level 3 action according to the School's Behaviour Management Process.

Rationale

- Punishment is likely to give the aggressor a grievance against the one who has been mistreated. The latter is less likely to report unwelcome attentions if retribution is likely.
- Labels of 'bully' and 'victim' are unhelpful and often the situation is not as simple at it first seems. The 'bully' may have been on the receiving end himself at some time. Some 'victims' bait others and may need social skills themselves.
- The aggressor may genuinely not have realised the hurt he had been causing and can save face through this process. Praise can follow for those who successfully correct their ways.

STAGE 2:

If inappropriate behaviour continues:

- Student who has reported incident may need assistance to deal with situation – peers, School Psychologist or reading material.
- Student who has been reported is to be interviewed in presence of his parents by Head of Student Wellbeing K-6 (Park Campus) or Deputy Head of School and Head of House (Hill Campus)
- Direct consequences that the School may invoke include those outlined in The School's Behaviour Management Process at Level 3 Behaviour.

Rationale

Every person has the right to be safe and happy within their community. Those who are unable to respect these rights in the long term, have no place in that community.

STAGE 3

Should aggressor continue in same pattern of behaviour:

- Head of School is informed
- Aggressor may face further serious consequences such as Suspension, Show Cause or Expulsion.

RELATED POLICIES:

- **Behaviour Management Policy**
- **Discipline Policy**
- **Social Media Policy and Guidelines**
- **Student Code of Conduct Policy**