

Bullying Prevention and Response Policy

Policy Date: Reviewed March 2019

Rationale

The Puhinui School Board of Trustees seeks to take all reasonable steps to develop high standards of behaviour in order to fulfil the charter expectation and the requirements of NAG 5. The Board of Trustees seeks to foster and develop a safe, positive physical and emotional school environment that creates a climate of trust. Students, staff, parents and whānau share the responsibility for making Puhinui School a respectful and inclusive environment.

Policy Statement

We are committed to ensuring that our school provides an environment free from bullying behaviours. All members of our school community – Board of Trustees, school leaders, teachers, staff, students and parents and whānau should have an understanding of what bullying is; and know what to do when bullying does occur.

Definition

Bullying behaviour is not an individual action. Our school community agrees that:

- Bullying is deliberate
- Bullying involves a power imbalance
- Bullying has an element of repetition
- Bullying is harmful.

Bullying behaviours can be physical, verbal, or social, they can affect emotional wellbeing of others and can take place in the physical world or digitally.

Bullying is not an individual action. It involves up to three parties; initiators (those doing the bullying), targets (those being bullied) and often bystanders (those who witness the bullying).

Bullying Prevention

We recognise that real change happens when students, staff, parents, whānau and other members of the community share responsibility for making our school a respectful and inclusive environment. We will:

- Survey our school community to ensure parents have an opportunity to contribute towards the review of our bullying policy.
- Identify areas for improvement through the survey findings.
- Work with staff to ensure we are communicating effectively and providing feedback on student behaviour, expectations of behaviour, incidences of unacceptable behaviour.
- When required ensure we are clarifying correct processes and follow-up with staff around bullying behaviours at school.
- Hold professional learning and development on our understanding of bullying prevention and our response to bullying (staff meetings, parent meetings).
- Use curriculum based learning opportunities to support positive relationships with others.
- Provide learning based programmes that equip students with strategies to manage conflict, including how to identify bullying, to prevent it, and what to do if you get

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bullied. Programmes that support this are, Kia Kaha, peer mediation, social problem solving solutions, role playing, keeping ourselves safe).

- Promote digital citizenship throughout ICT and promoting safe use of technology (through our ICT Use Agreements).
- Support student-led strategies for recognising and managing bullying behaviours.

Bullying Response, for when bullying occurs

We recognise the importance of consistently responding to all incidents of bullying that have been reported in our school and ensuring that planned interventions are used to respond to these incidents and support all involved. We will support anyone who has been affected by, engaged in, or witnessed bullying behaviour.

- All reported incidents of bullying will be taken seriously and followed up appropriately.
- An appropriate adult will support the affected students by:
 - reassuring that they have done the right thing in reporting the incident.
 - the adult may refer to bullying policy and the 'Responding to Bullying' -reference matrix¹ (please see link below p.60-61) for guidance.
 - The adult may seek advice from an experienced colleague/leader if in doubt regarding procedures.
- We will involve parents and whānau as early as possible and as appropriate
- All more serious incidents will be escalated to senior management. Where necessary we will seek advice and involvement from internal counselling services, and or outside agencies.
- We will provide appropriate support for targets (students bullied), bystanders and initiators of bullying behaviour.
- The school will consider the information gathered and within the process consider consequences related to the bullies behaviour.
- We will regularly monitor all incidents of bullying and identify patterns of behaviour.

Raising Awareness

We recognise the importance of good communication between home and school to promote consistent messages and to ensure that any reported bullying can be recognised and responded to effectively.

The school continues to promote a positive awareness of expected behaviour, empathy and care for others. There will be evidence of our school celebrating our positive school culture, for example through parent evenings, student events, assemblies, class-based activities, and displays.

Our interaction with our wider school community will include reports to the Board of Trustees, school newsletters, and information on the school's website. We will make the policy

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<https://www.education.govt.nz/assets/Documents/School/Bullying-prevention/MOEBullyingGuide2015Web.pdf>

Reference document: Bullying prevention and response: a guide for schools

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available in multiple formats (in print, on the school's website and in school notices and newsletters).

Evaluation and Review

We will review and revise this policy annually to ensure that the school's bullying prevention practices are recognised and celebrated. This will include an annual meeting to monitor, review and modify the policy and our procedures. We will track and monitor all bullying related incidents. We will gather data from the school community on the effectiveness of this policy and how we respond to bullying.