



## Bullying Prevention and Response Policy

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### Rationale

Kahurangi School believes in developing a safe physical, emotional, caring and inclusive environment so students can be the best they can be and effective teaching and learning can take place.

Students, staff and whānau share the responsibility for making Kahurangi School a respectful and inclusive environment.

### Purpose

All bullying behaviour, including verbal, physical, emotional, and cyberbullying is completely unacceptable in our school. 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 whānau should have an understanding of what bullying is; and know what to do when bullying does occur.

### Our definition of what bullying

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

- Bullying is deliberate
- Bullying involves a power imbalance
- Bullying is repeated behaviour
- Bullying is harmful.

Bullying behaviours can be physical, verbal, or social, and can take place in the physical world or digitally. Bullying is not a one-off or isolated incident. It can involve;

- Initiators (those doing the bullying)
- Targets (those being bullied)
- Bystanders (those who witness the bullying).

### Bullying Preventions

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

- Regularly survey our school community
- Identify areas for improvement
- Regularly promote our school expectations and successes in preventing bullying e.g. in assemblies, newsletters, reports to the Board of Trustees
- Undertake professional learning and development on our understanding of bullying prevention and response (staff meetings, whānau meetings)

- Include a range of learning activities including curriculum based programmes to develop the ability for students to relate to each other (Kia Kaha, Keeping Ourselves Safe, Restorative Practices, peer mediation, social problem solving solutions, role playing)
- Promote digital citizenship throughout ICT and promote safe use of technology (through our ICT Use Agreements)

### **Bullying Response, for when bullying occurs**

We recognise the importance of consistently responding to all incidents of bullying that occur in our school and ensure planned interventions are used to respond to these incidents. We will provide support to anyone who has been affected by bullying behaviour.

All reported incidents of bullying will be taken seriously and followed up as appropriate.

We will;

- Reassure the person/s that they have done the right thing in reporting the matter.
- Allow the person/s experiencing the alleged bullying to explain what has been happening.
- Look further into the matter e.g. talk to all parties, witnesses.
- Provide appropriate support for targets, bystanders and initiators of bullying behaviour.
- Involve whānau as early as possible and as appropriate.
- If assessing the matter as serious bullying, it will escalate to the leadership team, and if appropriate will seek advice from outside agencies.
- After dealing with the matter in accordance with the process above, continue to monitor the situation carefully, including using further interventions, until we are satisfied the bullying behaviour has stopped.

### **If you are not satisfied with the process or outcome**

Refer to our Kahurangi School Concerns and Complaints Policy.

### **Resources**

In writing this policy we referred to;

- *Ministry of Education Bullying Prevention and Response: A guide for schools 2015*

Date approved by the Board | 26 February 2020



Cathryn Curran-Tietjens | Board Chairperson