ANTI-BULLYING PROCEDURAL GUIDELINES

RATIONALE

The Winton School Board of Trustees has a zero tolerance to bullying and seeks to take all reasonable steps to develop high standards of behaviour in order to fulfill the charter expectation and the requirements of NAG 5: Health and Safety.

The board seeks to foster and develop a safe, positive physical and emotional school environment that creates a climate of trust. Students, staff, parents and whanau share the responsibility for making Winton School a respectful and inclusive environment.

We are committed to ensuring that or 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 whanau should have an understanding of what bullying is; and know what to do when bullying does occur.

DEFINITION

Bullying behaviours can be physical, verbal, or social and can take place in the physical world, or digitally. Our school community agrees that:

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

Bullying is not an individual action. It takes up to three parties:

1. Initiators (those doing the bullying)
2. Targets (those being bullied) and
3. Often bystanders (those who witness the bullying)

PREVENTION GUIDELINES

We recognise that real change happens when students, staff, parents and whanau 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 through the survey findings and develop a bullying prevention plan
- Regularly promote our expectations and success in preventing bullying e.g. in assemblies, newsletters and Facebook, and reporting back to the board.
- Hold regular professional learning and development opportunities to improve our understanding of bullying prevention and response (staff meetings, parent meetings, and student council).
- Establish a Bullying Prevention Team to take responsibility for bullying prevention (to include staff, students and a parent). This team will meet termly.
- Use a range of activities including curriculum based programmes to develop the ability for students to relate to each other (PB4L, Kia Kaha, peer mediation, social problem solving solutions, role playing)
- Promote digital citizenship throughout ICT promoting safe use of technology (though ICT Use Agreements)

RESPONSE AND PROCEDURES

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 as appropriate
- An appropriate adult will support the affected students by:
    - o Reassuring that they have done the right thing in reporting the incident
    - o Using the assessment matrix, record a description of what happened and assess the level of severity
    - o Using the quick reference guide, responding to bullying incidents to activate the response and action needed
- We will involve parents and whanau as early as possible and as appropriate
- More serious incidents will be dealt with by senior management and we will seek advice and involvement from outside agencies
- We will provide appropriate support for targets, bystanders and initiators of bullying 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. We will regularly raise the awareness of our school community's approach to bullying and celebrate our positive school culture, for example through parent evenings, 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 (including the policy), this policy displayed in the school foyer and on the school's website.

Reviewed: November 2017

Next Review: November 2019