



Te Kauwhata College

Bullying Prevention and Response Policy

PURPOSE

The Te Kauwhata College Board seeks to take all reasonable steps to develop high standards of behaviour in order to fulfil the requirements of the **National Education and Learning Priority 1: Ensure places of learning are safe, inclusive and free from racism, discrimination and bullying**. 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 whaanau share the responsibility for making Te Kauwhata College 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 – the Board, school leaders, teachers, staff, students and parents, and whaanau 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, 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).

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Bullying Prevention

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

- Identify areas for improvement through regular review.
- Regularly promote our expectations and successes in preventing bullying (eg, in assemblies, website and Facebook, and reports to the Board).
- Hold regular professional learning and development on our understanding of bullying prevention and response (staff meetings, parent meetings, student council).
- Use a range of activities including curriculum and values-based programmes to develop the ability for students to relate positively to each other.
- Promote digital citizenship throughout ICT and promoting 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 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 all affected students, including witnesses.
- We will involve parents and whaanau as early as possible and as appropriate.
- All more serious incidents will be escalated to 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.

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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 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, and information (including the policy) on the school's website. We will make the policy available in multiple formats (in print, on the web and available at school).

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 action plan (to reflect changes with the school, survey findings, incident reviews).

Reviewed: September 2023	Next Review: September 2024
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