

TIRIMOANA SCHOOL
THE PREVENTION AND MANAGEMENT OF BULLYING POLICY

RATIONALE:

The school has a responsibility to sensitively and promptly investigate and act upon incidents of bullying reported by children, staff, parents, and other parties.

PURPOSE:

1. To define what constitutes bullying.
2. To clearly state how the school will respond to instances of bullying.
3. To clarify how practices will reflect the school commitment to Positive Behaviour for Learning (PB4L) to prevent and respond to bullying.

GUIDELINES:

Definitions

- Bullying is deliberate and intentional.
- Bullying involves a power imbalance.
- Bullying has an element of repetition.
- Bullying is harmful.
- Bullying can be physical, verbal, social, sexual and can be digital (cyber bullying).

Prevention

1. School will actively promote expected behaviour under the PB4L framework.
2. Teachers will actively teach micro lessons on positive behaviour expectations weekly.
3. School will provide active supervision of the playground in break times to ensure children's behaviour is being actively monitored and supported. Staff will wear high visibility vests when on playground supervision.
4. Raising Awareness: children will be taught about what constitutes bullying and how issues of bullying can be resolved.
5. Students, Staff, and Whānau/Parents will be surveyed annually on school responses to bullying.

Responses

1. School will have a zero tolerance for bullying and will respond to all observed and reported instances.
2. Staff will respond to bullying by investigating the instance, supporting the victim/s and delivering appropriate consequences to the perpetrator as determined from the Restorative Practice discussion.
3. School expects bystanders to report instances of bullying. It is not acceptable to be complicit in bullying by not challenging the behaviour when it is witnessed.
4. Serious and repeated instances of bullying will be referred to the Principal who may involve parents in the resolution of the bullying, and who may invoke formal Stand Down from school procedures.
5. Instances of bullying that include an unprovoked physical assault of a student or a staff member by another student, and that result in significant emotional upset or evidence of physical harm (such as a bruise, scratch, cut and pain) will be likely to result in a Stand Down from school, or Suspension.
6. Staff will include reference to the school PB4L CARE values when resolving instances of bullying, including Restorative Practice, and will enter behaviour data onto the relevant school management system (SMS).
7. Parents will be contacted when a student is involved in repeated instances of bullying.
8. Staff will involve relevant external agencies to support significant instances of bullying.

CONCLUSION:

School promotes high standards of expected behaviour to fulfil its obligations to parents and whānau for developing a safe, physical, emotional, caring and inclusive environment for children. School responds promptly to instances of inappropriate behaviour and bullying.

References:

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

Links to:

Policy 3: Positive Behaviour for Learning School Wide

Policy 32: Personal Safety of Children

Policy 34: Stand down, Suspension and Exclusion

Policy Curr-11 ICT and Cyber-Safety