Bullying Prevention and Response

Rationale

The Board of Trustees seeks to take all reasonable steps to develop high standards of behaviour in order to fulfil our charter expectations and Ministry of Education requirements and 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 Raglan Area 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, support staff, students and whanau should have an understanding of what bullying is; and know what to do when bullying occurs.

Policy Guidelines

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 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, 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 through Wellbeing@School and our own targeted surveys (e.g. by using Google Forms);

- record and review data that is stored on our EDGE student management system to inform our decision making;

- identify areas for improvement through the surveys and data findings and develop a bullying prevention action plan;

- regularly promote our expectations and successes in preventing bullying (eg, in assemblies, newsletters, in school digital forums and in reports to the Board of Trustees);

- hold regular (at least once a term) staff and student leaders professional learning and development on our understanding of bullying prevention and responses

- use our PB4L (Positive Behaviour For Learning) Team to take responsibility for bullying prevention (to include staff, students and whanau);

- use a range of activities including curriculum based programmes to develop the ability for students to relate to each other (e,g, PB4L, Kia Kaha, peer mediation, social problem solving solutions, role playing etc); and

- promote digital citizenship throughout ICT and promoting safe use of technology (through our ICT Use Agreements).

Bullying Response, for when bullying occurs

We are a Positive Behaviour For Learning (PB4L) school and 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.

1. All reported incidents of bullying will be taken seriously and followed up as appropriate.
2. An appropriate adult will support the affected students by reassuring them that they have done the right thing in reporting the incident and following through using our school processes and systems.
3. We will involve parents and whanau as early as possible and as appropriate.
4. All MAJOR incidents will be escalated to the senior leadership team in line with our school PB4L processes and we will seek advice and involvement from outside agencies as appropriate.
5. We will provide appropriate support for targets, bystanders and initiators of bullying behaviour.
6. We will regularly monitor all incidents of bullying and identify patterns of behaviour.

Raising Awareness

1. 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.
2. 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.
3. Our interaction with our wider school community will include reports to the Board of Trustees, school newsletters, and information (including the policy) on the school's website.
4. We will make the policy available in multiple formats (in print, on the web and in school notices and newsletters) and ensure it is translated into other languages as necessary.

Evaluation and Review

1. We will review and revise this policy in alignment with the BoT Policy Review schedule to ensure that the school's bullying prevention practices are recognised and celebrated. School Leadership will include an annual review meeting with staff to monitor, review and modify the day to day procedures (to reflect changes with the school, survey findings, incident reviews).

2. We will track and monitor all bullying related incidents and regularly report this information to the school community.
3. We will regularly gather data from the school community (eg, Wellbeing@School and targeted student surveys) and report on the effectiveness of this policy and Raglan Area School community's commitment to bullying prevention and response.

Reviewed: October 2020	Next review: October 2023