

## BULLYING PREVENTION AND RESPONSE



### **Rationale**

The Allandale School Board of Trustees seeks to take all reasonable steps to develop high standards of behaviour in order to fulfil the charter expectation and the requirements of NAG 5. The Board of Trustees seeks to foster and develop a safe, positive physical and emotional school environment that creates a climate of trust. Students, staff, parents and whānau share the responsibility for making Allandale 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, staff, students and parents and whānau 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).

### **Bullying Prevention**

We recognise that real change happens when students, staff, parents, 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 through Wellbeing@School and Kia Kaha student or our own survey (e.g. by using Survey Monkey)
- Identify areas for improvement through the survey findings and develop a bullying prevention action plan
- Regularly promote our expectations and successes in preventing bullying (eg, in assemblies, newsletters and Facebook, reports to the Board of Trustees)
- Hold termly professional learning and development on our understanding of bullying prevention and response (staff meetings, parent meetings, student council)
- Establish our Bullying Prevention Team to take responsibility for bullying prevention (to include staff, parents and whānau and students)

- Use a range of activities including curriculum based programmes to develop the ability for students to relate to each other (PB4L, peer mediation, social problem solving solutions, role playing)
- Promote digital citizenship throughout ICT and promoting safe use of technology (through our ICT Use Agreements)
- Support the student-led peer to peer initiative.

### **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 the affected students by: reassuring that they have done the right thing in reporting the incident
  - using the assessment matrix, record a description of what happened and assess the level of severity
  - responding to bullying incidents to activate the response and action needed
- We will involve parents and whānau 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.

### **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) on the school's website.

### **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). We will track and monitor all bullying related incidents and regularly report this information to the school community. We will regularly gather data from the school community (eg, Wellbeing@School and Kia Kaha student surveys) and report on the effectiveness of this policy and \_\_\_\_\_ school community's commitment to bullying prevention and response.



Existing Policy:

## NON-VIOLENCE POLICY

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### **Rationale**

Our school recognises that bullying and aggressive behaviour can happen. This policy aims to ensure victims learn skills to overcome bullying and bullies are encouraged to consider other ways of behaving. The school staff and pupils accept the need to develop skills of negotiation and to use these in the classroom and playground. Parents and caregivers will be invited to learn these and practise them with the pupils at home.

### **Purpose**

To establish recognised procedures and strategies that will work towards eliminating violence, bullying and unmanaged anger at Allandale School.

### **Guidelines:**

1. The Peer Mediation Programme will be taught and used in the playground. Each year a teacher will have the delegated responsibility of overseeing this.
2. Conflict resolution skills will be taught and used in the classroom.
3. The school acknowledges that bullying and violence happen and that pupils should be encouraged to report it to both the school and their parents.
4. Complaints about bullying and aggression will always be written down and taken seriously.
5. Children who talk to adults about being bullied or hurt will be looked after by teachers.
6. Parents and caregivers of bullies and victims will be contacted by teachers so they know what has happened. Monitoring and follow-up will take place to ensure that aggressive behaviour stops.
7. The 'No Blame Approach' to bullying will be used where appropriate. In this case point 6 above does not necessarily apply.
8. Positive Behaviour for Learning programme will be implemented and supported throughout the school. The intentional instruction of anger management, conflict resolution, and social skills will be a part of the curriculum at every level of the school.
9. Because the people least likely to be bullied are confident, assertive, like themselves, and go around with good friends, the school will concentrate on developing these skills through both direct teaching, the use of related programmes that develop self-esteem and through the classroom climate.
10. Methods used in the classroom will be shared with parents through the school newsletter and through curriculum meetings.

11. The Policy will be monitored by the Principal and Management Team

**Conclusion**

Violence and bullying have existed for a long time. In order to remove it from the school there must be a school wide commitment from pupils, staff and parents and caregivers.

Working together we can all find a better way.