



# **SOUTH FEATHERSTON**

## **Town and Country School**

### **BULLYING PREVENTION AND RESPONSE**

#### **RATIONALE**

The South Featherston 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 our 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 is deliberate, unwanted, aggressive behaviour that involves a real or perceived power imbalance. The behaviour is repeated, or has the potential to be repeated, over time. At South Featherston School we recognise our responsibility to take actions to ensure an environment where everyone is emotionally and physically safe.

There are four types of bullying...

1. Physical (eg: hitting, kicking etc)
2. Verbal
3. Emotional (eg: intimidation, spreading rumours, nasty stories, exclusion, put downs etc)
4. Cyber/Online

N.B: All four types of bullying may be present to some degree in all schools (and workplaces, and communities and homes).

#### **SCHOOL CULTURE REGARDING BULLYING:**

Promote constructive interpersonal relations by:

- Modelling these in our own behaviour
- Sticking to school guidelines on conflict resolution
- Ensuring the right of ALL to be heard is recognised
- Be fair and consistent
- Identify and reward good role models
- Ensure classrooms are free from ridicule, harassment and isolation
- Integrate anti-bullying message in relevant health units and as part of our values programme
- Involving children in monitoring the quality of relationships via annual survey of student wellness.

#### **ACTIONS TO BE TAKEN IN THE EVENT OF IDENTIFIED BULLYING:**

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. 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
- The teacher involved and/or the Principal will support the affected students by reassuring them that they have done the right thing in reporting the incident
- We will involve parents and whānau as early as possible and as appropriate
- All more serious incidents will be escalated to senior management and where necessary, 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.

**Support for the “Target” of the bullying:**

The teacher involved in the incident and/or the Principal will provide support for the victim including:

- Spending time with the target, listening to their concerns
- Enabling access to a safe place if required
- Appointing peer or staff support person
- Helping the target to act decisively and solve the problem themselves
- Giving the target an opportunity to explain their feeling to the perpetrator
- Carefully pointing out to target any behaviours that might attract bullying behaviour
- Eliciting clear undertakings from the initiator of the bullying that the bullying will stop
- Scheduling a follow up meeting within 2 days or one week
- Scheduling additional follow-up meetings as required
- Ensuring peer group support
- Initiating external monitoring, support or relevant programme if necessary

**Support for the “Initiator” of the bullying:**

If, after inquiries determine bullying took place, the student will:

1. Be encouraged to identify then acknowledge their action(s)
2. Stop immediate abuse
3. Avoid recriminations on victim
4. Be given support bully to change by:
  - Showing that their feelings are important too
  - Listening to what they have to say
  - Require they take responsibility but avoid laying blame

**Evaluation and Review**

We will review and revise this policy annually to ensure that the school's bullying prevention practices are both recognised and successful.

**Approved by the South Featherston School Board of Trustees: June 2017**

**Signed:** \_\_\_\_\_ **Reviewed Date:** 2017  
**Chairman**

**Next Review Date: 2018**