



POLICY: Rangitikei College Board of Trustees

Bullying Prevention and Response Policy

Rationale

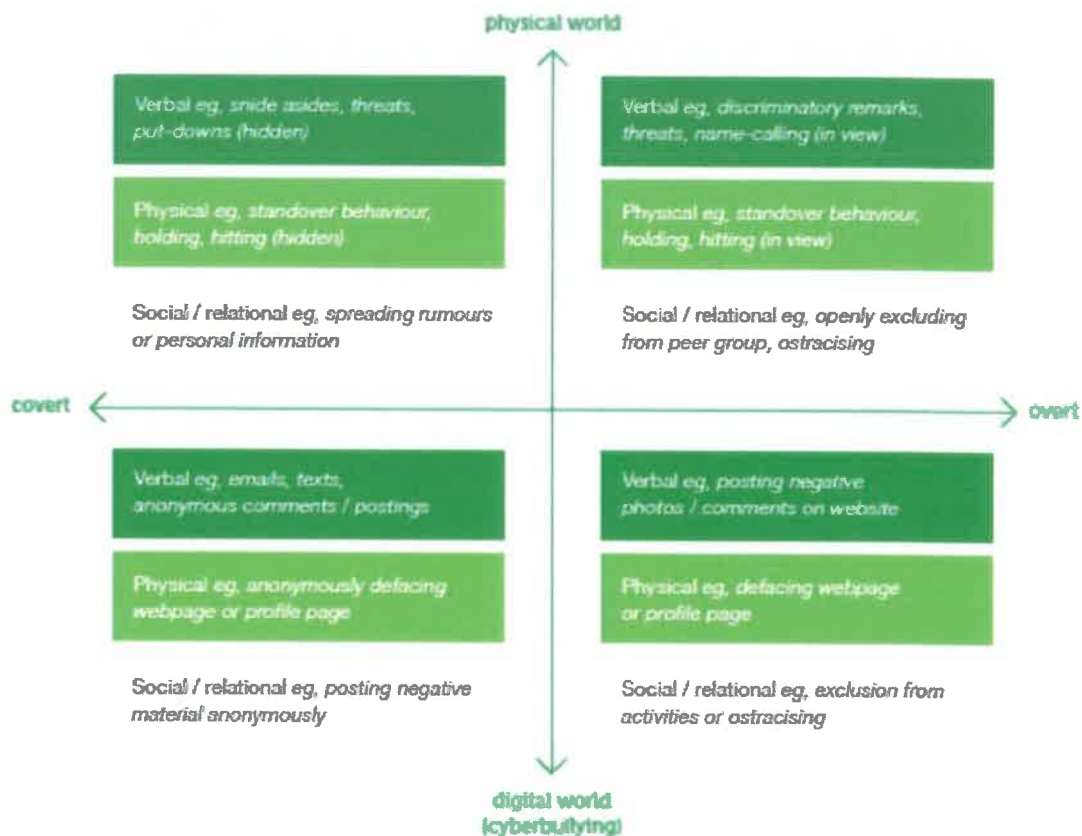
The Rangitikei College Board of Trustees seeks to take all reasonable steps to foster and develop a safe and positive physical and emotional school environment that creates a climate where students and staff may flourish. Staff, students, parents and whānau share the responsibility for making Rangitikei College a respectful and inclusive environment.

Consequently, 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 unwanted aggressive behaviour that involves a real or perceived power imbalance. Bullies deliberately use their power – such as physical strength, knowing something embarrassing, popularity, positional authority, or influence over others – to control or harm others. Bullying is usually not one-off behaviour – the behaviour is repeated, or has the potential to be repeated, over time.

Bullying behaviours can be physical, verbal, or social, and can take place in the physical world or digitally. It may take the following forms:



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).

Guidelines

A. Bullying prevention

1. Real change happens when staff, students, parents, whānau and other members of the community share responsibility for making our school a respectful and inclusive environment.
2. The Senior Leadership Team member responsible for Student Wellbeing will take active steps to regularly (at least every two years) gather feedback from students on school climate (eg. Use of the Wellbeing@School Survey), and intentionally review current school practices in the light of information received.
3. All teachers will regularly promote expectations in preventing bullying, and relate to the school values of Respect, Excellence and Participation.
4. All staff will promote digital citizenship throughout ICT and promoting safe use of technology (refer Digital Citizenship Policy).
5. The Senior Leadership Team member responsible for Student Wellbeing will recommend and oversee appropriate programmes to prevent aspects of bullying behaviour within school programmes as appropriate (eg. PB4L lessons) including the use of external providers and/or resources.

B. Bullying response

- 1. All reported incidents of bullying will be taken seriously and followed up as appropriate.**
- 2. Deans or the Senior Leadership Team should take all practical steps to protect the victim(s) from continued exposure to the bullying, or escalation of the issue.**
- 3. It is the responsibility of the pastoral network to ensure those who have been affected by, engaged in or witnessed bullying behaviour are appropriately supported. This means that students and parents reporting bullying behaviour should expect:**
 - i. to be heard and responded to sensitively and not to be dismissed out of hand,**
 - ii. reassurance that they have done the right thing in reporting the incident/ behaviours,**
 - iii. to be told that the report will be investigated and that there will be a response,**
 - iv. to receive feedback on the situation and to have the incident responded to in an appropriate way**
 - v. to be protected from negative consequences of their reporting**
 - vi. help available from within the school or outside it.**
- 4. Staff receiving information of potential bullying should record the report of bullying, assess its severity, and inform appropriate staff.**
- 5. Parents and whānau of the victim(s) and/or perpetrator(s) should be informed as early as possible and as appropriate of the issue, and the school's response to it. Where appropriate they should be given advice on how to support their child, and also given the opportunity to work with the school on the response.**
- 6. Serious or recurring incidents should be referred to the Senior Leadership Team.**

Chairperson:



Date:

28.6.21

Next review date: **June 2024**

ASSOCIATED DOCUMENTS:

- 1. Digital Citizenship Policy**
- 2. Workplace Anti-Bullying Policy**
- 3. *Bullying Prevention and Response: A Guide for Schools*, Bullying Prevention Advisory Group 2015**
- 4. *Tackling Bullying: A Guide for Boards of Trustees*, Bullying Prevention Advisory Group**

(NB: Procedures are developed as part of school management. The Board of Trustees will be informed of the development or revision of procedures derived from Board policies by the Principal. For some especially significant procedures, these will be presented to the Board in full)