

CENTRAL SCHOOL



Te Kura Waenga O Ngāmotu

NAG 5- BULLYING POLICY

PURPOSE

The purpose of this policy is

- to support effective prevention and management of bullying behaviour, and
- to provide a safe emotional and physical school environment.

Bullying behaviour of any kind is not acceptable and this policy supports combined action by the Board of Trustees, school leadership and staff, students and their whānau to reduce the incidence of bullying at Te Kura Waenga O Ngāmotu.

DEFINITION

This policy is based on the widely-accepted definitions of bullying behaviour that emphasise the following four characteristics (from [Bullying prevention and response - A guide for schools](#)):

- Bullying is deliberate – the behaviour causes physical and / or psychological pain or discomfort to another person.
- Bullying involves a power imbalance – there is an actual or perceived unequal relationship between the target and the initiator/s that may be based on the number of initiators, physical size, age, gender, social status or digital capability and access.
- Bullying has an element of repetition – bullying behaviour is usually not one-off. It is repeated over time, sometimes with the threat of further incidents leading to fear and anxiety. Repeated acts of bullying may involve single acts with different targets, as well as multiple acts with the same target.
- Bullying is harmful – there is short or long-term physical or psychological harm to the target (e.g. as a result of coercion or intimidation).

Bullying can happen anywhere, in person or online (cyberbullying), at any time, and can be verbal, physical or social. It can be obvious or hidden.

Bullying is a word often used to describe behaviour that is not actually bullying. This policy identifies that not all verbal or physical aggression is bullying. For example, bullying is *not*:

- a one-off fight or argument, or difference of opinion between friends where there is no power imbalance and they can sort it out between themselves
- not liking someone or a single act of social rejection
- one-off acts of meanness or spite
- isolated incidents of aggression, intimidation or violence
- using sexist or racist terms but doesn't mean to cause harm
- theft: taking someone else's things once is theft but not necessarily bullying.

These behaviours may be just as upsetting and serious, but may need to be dealt with in a different way.

POLICY

1. To follow published conflict management guidelines to respond to bullying behaviour.
2. To create a climate where diversity is respected.
3. Create opportunities for students to build their knowledge and skills in relating to others within the curriculum and wider school activities, including the safe and responsible use of digital technology.
4. Offer professional learning opportunities for staff to provide the skills to respond appropriately.
5. Apply a whole-school approach to dealing with bullying behaviour, where school leadership and staff will work alongside parents, family, whānau and the wider community to modify behaviour and support the people involved.

PROCEDURE

Take all incidents of bullying seriously and respond appropriately in accordance with guidelines.