



## **Taupo Primary School Bullying Prevention and Response Policy M18**

The Taupo Primary School Board of Trustees will take all reasonable steps to develop high standards of behaviour to fulfil charter expectations and the requirements of NAG 5. The Board of Trustees fosters a safe, positive, physical and emotional school environment that creates a climate of trust.

Students, staff, parents and whānau share the responsibility for making Taupō Primary School a respectful and inclusive environment.

Taupo Primary School is a PB4L School. In instances where bullying has occurred restorative consequences will address the needs of the victim, and aim to support the bully into positive behaviours.

Taupo Primary School Board of Trustees through the staff are committed to ensuring that our school community provides an environment free from bullying behaviours. All members of our school community-Board of Trustees, school leaders, teachers, staff, students and parents should understand what bullying is, and know what to do when bullying occurs.

### Definition

Our community agrees that

- Bullying is harmful
- Bullying is deliberate and repeated over a period
- Those who bully have, and exercise power over others
- It is difficult for those who bully to learn new behaviours

Bullying behaviours can be physical, verbal or social and can take place in the physical or digital world. There are three main types of bullying:

- Physical, hitting, kicking, taking belongings
- Verbal name calling, insulting and racist remarks
- Indirect spreading nasty stories, excluding from groups- emotional bullying

### Bullying Prevention

The Board of Trustees recognises that real change happens when student, staff, parents, whānau and other members of the community share responsibility for making our school a respectful and inclusive environment.

We will:

- Annually survey our community
- Identify areas of improvement through the survey findings and develop a bullying prevention action plan
- Regularly promote our expectations, and successes in preventing bullying (e.g. in assemblies, newspapers, newsletters and Facebook, reports to the Board of Trustees)
- Hold professional learning and development of our understandings of bullying prevention and responses based on the 2015 guidelines
- Include Bullying Prevention discussions on the agenda of all PB4L meetings

- Use a range of activities including curriculum based programmes to develop the ability for students to relate to each other (Kia Kaha, peer mediation, social problem-solving techniques and role playing)
- Promote digital citizenship (through our Digital Citizenship Agreements)
- Support student led peer to peer initiatives

### **Bullying Response for when Bullying occurs**

The Board of Trustees recognises 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.

Staff will support those who have 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 affected students by reassuring them that they have done the right thing reporting the incident
- Record the description of what has happened and assess the level of severity in our etap guidance reports
- Using the PB4L School Flow Chart respond to the bullying incident to activate the response and action needed
- Parents and whānau will be consulted and involved as soon as possible and as appropriate
- All serious incidents will be escalated to the Senior Leaders Team as soon as possible.
- Advice will be sought from outside agencies should the scope of the event require it
- Appropriate support will be provided for targets, bystanders, and initiators of bullying
- Incidents of bullying are monitored, patterns identified and appropriate action is taken.

### **Raising Awareness**

The Board of Trustees recognises that good communication between home and school to promote consistent messages and to ensure that any reported bullying can be recognised and responded to effectively.

The Board of Trustees will regularly raise the awareness of our school communities approach to bullying and celebrate our positive school culture, for example through parent evenings, assemblies, class-based activities and displays.

Interaction with the wider school community will include reports to the Board of Trustees, school newsletters, and information (including the policy) on the school's website.

The policy will be made available in multiple formats (print, on the web and in school notices and newsletters) and ensure it is translated in other languages as necessary.

### **Evaluation and Review**

The policy will be reviewed and revised annually to ensure that the schools bullying prevention practices are recognised and celebrated.

This will include an annual PB4L meeting to monitoring, reviewing and modifying the policy and action plan (to reflect changes with the school survey findings and incident reviews).

A copy of this policy will be provided to parents who have been contacted regarding their child's behaviour in cases of bullying and for parents of the student who has been bullied.

Ratified by the Board of Trustees

Date

Review date

21 November 2017