

Purpose

The Welbourn School 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 Welbourn 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 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. Not all forms of verbal or physical aggression are bullying.

Bullying 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. All members of the school community have responsibility to recognise bullying and to take action when they see it happening.

We will:

- Include curriculum based programmes and a range of activities each year to develop the ability for students to relate positively with each other. Kia Kaha and Cool Schools programmes will be used to build positive, safe, happy classrooms and our school environment for children, with strategies covered for children to follow if bullied. Peer mediation will be provided in the playground and skills taught and used in classrooms.
- Set expectations in classes each year for behaviour and have a common understanding of our school values of **Respect: of self and others**, **Integrity: Honesty, Responsibility, Doing the right thing**, **Community: Friendship, cooperation, participation, citizenship, making a difference**, alongside our school philosophy of **Make Good Choices, Be Fair, Care and Share**. These values will be taught, discussed, and revisited throughout the year and be a focus for our school wide goals.
- Promote digital citizenship throughout ICT and promote safe use of technology through our ICT Use Agreements and resource material at www.netsafe.org.nz
- Provide professional learning and development on our understanding of bullying prevention and responses.
- Regularly promote our expectations and review our practices, seeking feedback from the school community staff and students to identify areas for improvement.

Bullying Response, for when bullying occurs

We recognise the importance of consistently responding to all incidents of bullying that are 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
- The student will be reassured they have done the right thing by reporting the bullying. A climate of "it is okay to Tell" will be promoted.
- Using the assessment matrix and a description of what happened, staff will assess the level of severity using the quick reference guide, responding to bullying incidents, to activate the response and action needed (reference MOE *Bullying prevention and response: A guide for schools 2015*)
- We will involve parents and whānau as early as possible and as appropriate.
- The emphasis should be made on changing the behaviour of the bullying student(s) while providing support for the student who has been bullied.
- Follow up check in's to ensure the well-being of the student who was bullied and the children bullying should be planned and discussed with the students.
- We will regularly monitor any incidents of bullying and identify patterns of behaviour.

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.

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