



BULLYING PREVENTION AND RESPONSE POLICY

Rationale

The St Anthony's Catholic School Huntly 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, caregivers and whānau share the responsibility for making St Anthony's Catholic 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, Principal, school leaders, Teachers, staff, students, parents, caregivers and whānau should have an understanding of what bullying is; and know what to do when bullying does occur.

Definition

Bullying behaviour is not an individual action. Our school community agrees that:

- Bullying is deliberate – harming another person intentionally
- Bullying involves a misuse of power in a relationship – there is real or perceived imbalance that may be based on physical size, age, gender, social status or digital capability and access.
- Bullying is usually not a one-off but is repeated or has the potential to be repeated over time. It is when a student (or group of students) keep picking on another student again and again to make them feel bad.
- Bullying involves behaviour that is harmful – it is not normal part of growing up.

Bullying behaviours can be physical, verbal, or social, and can take place in the physical world or digitally (**cyberbullying**). It can be obvious or hidden.

- **Physical bullying** involves hurting a person's body or possessions, such as hitting, kicking, tripping, shoving, taking or damaging belongings, rude hand gestures, or being made afraid of getting hurt.
- **Verbal bullying** is saying or writing mean things, such as threats, discriminatory remarks, name calling, making fun of someone, hurtful comments, emails, texts, anonymous comments or postings of negative material online.
- **Social bullying** involves hurting someone's reputation or relationships, such as spreading rumours or personal information, excluding from groups or activities, telling lies about someone, posting negative material online (**cyberbullying**).

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).

Bullying is a word sometimes used to describe a lot of things that are not actually bullying. These other behaviours are just as serious and upsetting, but may need to be sorted out in a different way.

Sometimes there may be a fight or argument between students. If this happens once, or with a friend and they can sort it out, it is not bullying. Not liking someone, a one-off mean or spiteful act, or isolated incident of aggression are not bullying.

Bullying Prevention

We recognise that real change happens when students, staff, parents, caregivers, whānau and other members of the community share responsibility for making our school a respectful and inclusive environment. We will:

- Regularly survey our school community through Wellbeing@School and Kia Kaha student or our own survey (e.g. by using Survey Monkey)
- Identify areas for 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, newsletters and Facebook, reports to the Board of Trustees)
- Hold termly professional learning and development on our understanding of bullying prevention and response (staff meetings, parent meetings, student council)
- Establish our Bullying Prevention Team to take responsibility for bullying prevention (to include staff, parents and whānau and students)
- 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 solutions, role playing)
- Promote digital citizenship throughout ICT and promoting safe use of technology (through our ICT Use Agreements)
- Support the student-led peer to peer initiative.

Bullying Response, for when bullying occurs

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 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

- An appropriate adult will support the affected students by: reassuring that they have done the right thing in reporting the incident
 - i. using the assessment matrix, record a description of what happened and assess the level of severity (<https://www.bullyingfree.nz/bullying-assessment-matrix/>)
 - ii. using the quick reference guide, responding to bullying incidents to activate the response and action needed
- We will involve parents and whānau as early as possible and as appropriate
- All more serious incidents will be escalated to senior management and 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.

Raising Awareness

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, for example through Parent-Teacher Interview, assemblies, class-based activities, and displays.

Our interaction with our wider school community will include reports to the Board of Trustees, school newsletters, and information (including the policy) on the school's website. We will make the policy available in multiple formats (in print, on the web and in school notices and newsletters) and ensure it is translated into other languages as necessary.

Evaluation and Review

We will review and revise this policy annually to ensure that the school's bullying prevention practices are recognised and celebrated. This will include an annual meeting to monitor, review and modify the policy and action plan (to reflect changes with the school, survey findings, incident reviews). We will track and monitor all bullying related incidents and regularly report this information to the school community. We will regularly gather data from the school community (e.g. Wellbeing@School and Kia Kaha student surveys) and report on the effectiveness of this policy and school community's commitment to bullying prevention and response.

WEBSITES

Bullying free NZ website — advice and resources to help you support your child if they're being bullied and your school to prevent bullying

Bullying prevention and response: A guide for schools — includes questions for parents and carers, whānau and communities

Netsafe — information for everyone about safe ways to use technology

Oat the Goat — online story that helps children learn the power of kindness

The Police Kia Kaha Anti-bullying programme in schools

WHAT'S UP — for bullying support for children and parents and/or carers

PHONE NUMBERS

WHAT'S UP — phone support for kids 0800 942 8787

Parent's Legal Information Line (PLINFO) — free advice for parents and/or carers 0800 499 488

Netsafe — free advice about cyber issues 0508 NETSAFE (0508 638 723)

Reviewed: 24 Jun 2020	Next review: Jun 2021
-----------------------	-----------------------