Bullying Prevention and Response Policy

RATIONALE
West End Te Kura ō Mōrere is committed to creating a physically and emotionally safe school environment for all that provides a climate of security and trust where students, staff , parents and whanau share the responsibility for making WETKOM an inclusive and safe setting.

PURPOSE
To fulfill the legal requirement under NAG 5.

DEFINITION
- ➢ At WETKOM we define bullying as behaviour that is harmful to the people of our school. Bullying usually has a number of common features -
  - It is deliberate
  - It is often repeated overtime
  - It involves a misuse of power in a relationship
  - It is difficult to defend against and redress
  - It occurs when one or more persons' exercise power over another to threaten or harm in a physical, verbal, written, social, psychological or cyber manner.
  - It involves at least 2 parties , 'initiators' (those doing the bullying) , 'targets' (those being bullied) & sometimes 'bystanders' (those who witness the bullying)

- ➢ There are **five** main types of bullying :
  - **Physical** - i.e. hitting, tripping ,kicking , pushing, spitting ,biting, throwing things, mean or rude hand / facial gestures, mimicking / touching others without their permission, the taking of / damaging someone's personal possessions or property.

  - **Verbal /written** - i.e. saying , writing nasty and negative threats or comments that could include teasing, insults or jokes to intentionally upset someone about their name, personal appearance (clothing) body or physical characteristics (height ,weight) and their or family because of their race , culture, religion, disability, gender, sexuality.

  - **Social**- when lies, the spreading of rumours or nasty pranks are used to hurt someone's relationships or reputation. This could include ignoring or leaving someone out on purpose, telling others not to be friends with someone, embarrassing someone in public, sharing information or images that will have a harmful effect on the other person

  - **Psychological** - involves the use of words or actions that can cause psychological harm i.e. intimidation, manipulation, stalking.

  - **Cyber** - when technology is used to verbally, socially and psychologically harm. It can occur in chat / chat rooms, on social networking sites, through e- mails or via mobile phones (phone calls, messages, texts)

    Bullying is not :
    - Random 'one off' incidents of verbal or physical aggression
    - Mutual arguments and disagreements
    - Single episodes of social rejection or dislike
    - Single acts of nastiness or spite

    NB - the behaviours alone don't define bullying. Bullying is when these things happen (or have the potential to happen) again and again!

- **BULLYING RESPONSE**

All members of the WETKOM community need to understand the damaging effects of bullying and have a collective responsibility to take immediate intervention when it occurs. Personnel should know what the school procedures are on bullying and follow them when an incident is reported. Affected students, parents / whanau should be assured that issues will be addressed in a prompt, professional, fair and effective manner. Appropriate on- going support should it be required will be provided for those who have been targeted, engaged in or witnessed bullying behaviour.

Our actions:
- 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's okay to tell' & 'Be an ' upstander' not a bystander will be actively promoted.

- Use of Bullying -Free NZ's free assessment tool (matrix) to help assess the severity, frequency and impact of the incident and determine the best course of response and action for the personnel involved. **Visit Bullying assessment matrix**

- Actions taken when bullying is reported should look at stopping the immediate abuse, changing the behaviour of the bully, providing support for the victim, informing the wider school staff and having their peer group assist them.

- Parents & whanau of all students will be contacted as early as practicable and be central to restorative and sustaining solutions.

- Follow-up 'check ins' will occur to ensure the ongoing hauora & wellbeing of those 'bullied' & involved in 'bullying'.

- Regular monitoring of incidents of bullying will be done to identify any patterns of behaviour.

- In cases of serious violence or extreme emotional harm the school may exercise its authority to stand down, suspend or exclude in accordance with MOE guidelines and regulations.

- **BULLYING PREVENTION**

Successfully dealing with bullying involves building a genuine community within the school. WETKOM must be a safe place for all -free from ridicule, harassment and isolation where learning and play takes place in a caring and supportive environment.

Our actions
- As a means of promoting and raising student awareness around the damaging effect of bullying continued and strong messaging will be given in support of our 'Te Taura Whiri' school values particularly 'Whanaungatanga ' (We are a whanau / family)
Explicitly what this sound , feels and looks like within our classrooms & playground. .
This is reinforced by our school rule - ' We Treat Ourselves & Others with Respect'

  School Assembly shared messaging :
  o 'If you can't be kind, don't be nasty'
  o 'Our hands & words are for helping not hurting people'
  o 'Let's be upstanders not bystanders'
  o 'Speak up - Tell an adult'

- Further scope exists for class teachers to target 'anti -social behaviours through 'Circle Time' discussions & support students with social & emotional 'coaching'.

- Regular promotion of responsible 'digital citizenship' & safe use of technology

- Targeted use of our Teacher Aide run 'Lunch Time Club' for affected personnel.

- Ensuring our WETKOM Duty Teachers are mobile, vigilant & proactive

- The use of our Senior Recreational Leaders to provide safe and structured play for some of our younger students

- Additionally, our active involvement in 'Pink Shirt Day' (Speak Up. Stand Together. Stop Bullying) & other anti - bullying health related programmes.

- Sourcing relevant up to date resources at **www.netsafe.org.nz**

- Regularly promoting our related WETKOM expectations. Communication with our parents /whanau informing them of our approaches & successes. Reviewing our practices & when applicable seeking staff, student & community feedback to identify areas for improvement.