

Matauri Bay School

Matauri Bay School will deliver a supportive interactive learning environment where all are challenged to fulfil their potential in the world.



(This policy is drafted for whānau to have some input)

ANTI-BULLYING POLICY

1. Rationale

In accordance with National Administration Guideline Five – Health and Safety, it is incumbent on Matauri Bay School (“the School”) to take all reasonable steps to ensure a physically and emotionally safe learning environment is maintained. The School defines bullying as the use of aggressive behaviour towards others with the intention of causing harm to them. Bullying can be physical, verbal, emotional, sexual, racial, homophobic and cyber misuse. Students who are victims of bullying face physical harm and emotional stress that may result in reduced learning opportunities, long term damage, or withdrawal or worse. Bullies themselves also may suffer long term harm. The School seeks to foster a climate of trust where students feel able to inform others of bullying in the knowledge that it will be dealt with promptly and effectively.

2. Policy Statement

It is the School’s aim that:

- All members of the school community – Board of Trustees, teachers, non-teaching staff, students and parents should have an understanding of what bullying is;
- All members of the school community should know what the school policy is on bullying and follow the policy when bullying is reported;
- All students and parents should be assured that they will be supported when bullying is reported; and
- Bullying will not be tolerated.

Procedures to be followed relating to incidents of bullying:

- a. A victim of bullying may report the incident to any member of staff, a friend, and a peer mediator (where a peer mediation system is in place).
- b. All cases of alleged bullying will be recorded by staff responsible for handling the issue using the incident log.
- c. In serious cases parents will be informed and asked to attend a meeting to discuss the problem.
- d. If necessary, at the discretion of senior staff, external agencies may be involved as appropriate.
- e. The bullying behaviour or threats of bullying will be promptly investigated and the bullying stopped quickly.
- f. Reasonable attempts will be made to assist identified bullies to change their behaviour.
- g. In cases of serious violence or extreme emotional harm the School has authority, and may exercise this authority, to stand-down, suspend or exclude in accordance with its behaviour management policy and Ministry regulations.

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h. The School will investigate alleged bullying that occurs within the School. The School will work with parents to investigate instances of alleged bullying that occur while students are in transit to and from school. The School has a direct responsibility to investigate instances of alleged bullying that occurs outside of school e.g. cyber-bullying, will be investigated by the School where appropriate, on a case by case basis.

3. Policy Guidelines

In implementing this policy School management will:

- Ensure that it is widely and regularly communicated to the school community
- Always act in a consistent, professional and fair manner in dealing promptly

with complaints of bullying

- Take all necessary and reasonable steps to prove cases of bullying and to

ensure that they cease

- Provide appropriate training for staff in identifying and reporting on bullying
- Use a range of proven techniques in enhancing the physical and emotional

safety of the school; such techniques may include peer mediation, positive pathways programme, counselling, use of curriculum content etc

- Provide support for students and awareness material for parents to assist them

in recognising cases of suspected bullying

- Survey students and parents periodically to evaluate the effectiveness of the

anti-bullying programme

- Monitor and review the policy annually
- Provide monthly reports to the Board of Trustees on the status of emotional safety within the School (health/safety incident report within the body of the Principal's report)

4. Signs of Bullying

This section is added to the policy in order to assist with implementation. Students may indicate by a series of signs that they are being bullied. The School should investigate when a student:

- Is afraid when walking to or from school
- Is reluctant to go to school
- Doesn't want to go on the school bus, begs to be taken to school
- Appears to change from usual routine
- Starts to become truant from school

O:\Policies\Policies & Procedures\Anti Bullying Policy.doc Page 3 of 3

Matauri Bay School

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- Seems to be withdrawn, anxious or lacking confidence
- Starts to stammer
- Runs away, threatens or attempts suicide
- Has nightmares or cries in bed
- Begins to underachieve at school
- Complains of illness before school
- Comes home with clothes torn or possessions damaged, graffiti on books etc
- Asks for or starts stealing money
- Frequently 'loses' money
- Has unexplained injuries
- Comes home hungry
- Shows signs of aggression or disruption out of character
- Is bullying their sibling(s)
- Is afraid or reluctant to admit what is wrong
- Gives unlikely excuses for any of the above
- Is afraid to use the internet or mobile phone
- Appears nervous or anxious when a cyber message is received

CHAIRPERSON:

PRINCIPAL:

DATE:

