

Prevention of Bullying

Purpose:

- To provide a safe, positive physical and emotional school environment
- To ensure that our school is respectful and inclusive.
- To encourage critical and caring digital citizenship.
- To empower the victims of harassment or bullying.

Definition:


This guide is based on the widely-accepted definitions of bullying behaviour that emphasise the following four characteristics:

- *Bullying is deliberate* – there is an intention to cause physical and/or psychological pain or discomfort to another person
- *Bullying involves a power imbalance* – there is an actual or perceived unequal relationship between the target and the initiator that may be based on physical size, age, gender, social status, or digital capability and access.
- *Bullying has an element of repetition* – bullying behaviour is usually no one-off. It is repeated over time, with the threat of further incidents leading to fear and anxiety. Repeated acts of bullying may involve single acts with different targets, as well as multiple acts with the same target.
- *Bullying is harmful* – there is short or long-term physical or psychological harm to the target (eg, as a result of coercion or intimidation).

Procedures:

- PB4L will form the basis of our safe and positive school environment, focused on the school values of Respect, Positivity and Integrity.
- The school values will be explicitly taught and referred to in classes, assemblies and school activities. Respectful and positive behaviour will be rewarded with shelly cards, PB4L badges and Deans' commendations and awards.
- Positive and healthy relationships will both be promoted formally in classes.
- Students are encouraged to report bullying behavior either to a Teacher, Dean, Deputy Principal, Counselor or to any staff member, prefect or person they feel comfortable in trusting.
- Staff members are required to report suspected cases of bullying to the relevant Dean via the Edge pastoral referral system.
- Counsellors may also be alerted to bullying behaviour between students as part of their counselling and are required to act appropriately.
- Often students will be reticent in reporting other students for fear of reprisals, and will need to be persuaded and supported to give information for their own good and the good of others.

- Students who have bullied others will be dealt with by the Dean and counselled appropriately. There will also be an on-going review of students' behaviour following any intervention.
- Students are encouraged to be upstanders and to take action to stand up for others whenever they are aware of any bullying or harassing behaviour.
- Belonging and inclusion are important for all students. The Belonging and Inclusion Code of Practice will be published on the website and promoted within the school.
- Multiple avenues will be available to make a bullying complaint such as face to face / email / school class culture / surveys online. Students are encouraged to report these incidents.
- Interventions for bullying may include:
 - warm conversations (link)
 - restorative chats and conferences
 - moving seats or classes
 - parent meetings
 - stand downs
 - referrals to outside agencies
 - support for victims
 - check and reflect daily report monitoring by Dean
 - code of conduct agreement
 - additional monitoring by an adult during unstructured times eg, interval, lunch.
- Pro-social skills, respectful disagreement and de-escalation will be taught and encouraged to provide strategies to diffuse tense or confrontational situations.
- All complaints are to be taken seriously.
- All bullying conversations are to be in confidence.
- Ongoing education programmes will promote respectful, inclusive and positive relationships. This includes:
 - Attitude
 - New Zealand
 - Revolution
 - Pink Shirt Day
 - I am Hope
 - Consent Education
 - Loves Me Not
 - Harmful Digital Communications Act
 - Wellbeing Team Initiative

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| <p>Signed by Principal - 12.02.2024</p>  | <p>Date to be reviewed -</p> <p>November 2026</p> |
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