



BULLYING PREVENTION AND RESPONSE

PURPOSE

The South Otago High school community seeks to take all reasonable steps to develop high standards of behaviour in order to fulfil the character expectation and the requirements of National Administration Guideline (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 and whanau share the responsibility for making South Otago High School a respectful and inclusive environment. Every student and staff member at South Otago High School has the right to enjoy learning and working free from bullying.

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, parents and whanau should have an understanding of what bullying is; and know what to do when bullying occurs.

DEFINITION

Bullying is defined based on four widely accepted 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 (not a 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 a short or long term physical or psychological harm to the target).

Bullying behaviour is not an individual action. It is influenced by the actions and values of peer groups, schools, families and whanau, communities and societies. A whole school and community approach is encouraged to positively influence student behaviour.

BULLYING PREVENTION

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

We will:

- Provide all students and staff members with the anti-bullying Code of Conduct (attached).
- Encourage a school wide approach to supporting student and staff wellbeing.
- Complete Regular surveys
- Identify areas for improvement through the survey findings and develop a bullying prevention action plan.
- Regularly promote our expectations and successes in preventing bullying.
- Hold professional development on our understanding of bullying prevention and response.
- Support professional development requests in the area of bullying prevention/ wellbeing and actively encourage staff to apply for training.
- Bullying prevention will be promoted through a range of student, staff and community groups, e.g. Student Council, PB4L, Police
- Provide guidance and counselling where appropriate for students and staff.
- Use a range of activities including curriculum based programmes to develop the ability of students and/or staff to relate to each other (Peer Support, Peer Mediation, Health programmes).
- Promote digital citizenship and safe use of technology.

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 and support all involved.

- All reported incidents of bullying will be taken seriously and followed up. Incidents will be dealt with in a fair manner that protects the dignity and privacy of all parties. Resolution will be aimed at achieving, where appropriate, a positive outcome for all parties with particular emphasis on ensuring that the wellbeing of the target of the bullying behaviour is restored and that any underlying issues behind the bullying behaviour are positively addressed.
- An appropriate adult will support the affected students or staff members by: listening and responding sensitively to reports of bullying. Reassuring them that they have done the right thing in reporting the incident. Telling students or staff that the report will be investigated and there will be a response. Recording a description of what happened and assessing the level of severity for incidents where a higher level of response is required (moderate/major/severe- see *Bullying Prevention and Response: A Guide for Schools 2015*). Most incidents of bullying behaviour can be appropriately responded to by the students or staff members themselves, or by classroom/duty teachers.
- Kamar records will identify any patterns in behaviour. Monitoring and follow up will be the responsibility of the adults who have been dealing with the bullying incident.
- Specific interventions of support for targets, bystanders and initiators may include sessions with guidance staff, outside agency involvement such as Police education, peer support education sessions and restorative practices.
- We will involve parents and whanau as early as possible and as appropriate.
- All more serious incidents will be escalated to senior leaders and we will seek advice and involvement from outside agencies where appropriate.

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 evenings, class based activities, assemblies, and displays.

Our interaction with our wider school community will include reports to Board of Trustees, school newsletters, and information (including the policy) on the school's website. This policy is also available on request in print form and may be translated into other languages as necessary.

EVALUATION AND REVIEW

We will review and revise these procedures to ensure that the school's bullying prevention practices are recognised and celebrated. Changes will be made where appropriate to reflect changes with the school, survey findings and incident reviews. We will monitor all bullying related incidents and will gather data from the school community through regular meetings and surveys, reporting on the effectiveness of South Otago High School community's commitment to bullying prevention and response.

Signed



(Chairperson)

Reviewed & Amended

June 2018

Next Review Date

June 2020

SOUTH OTAGO HIGH SCHOOL

ANTI-BULLYING CODE OF CONDUCT

Every pupil and staff member at South Otago High School has the right to enjoy learning and/or working, free from intimidation both in the school and the surrounding community

Bullying is behaviour which is:

- Deliberate
- Hurtful
- Repeated
- Targeted (at an individual or small group)

Bullying can take several forms including, but is not limited to:

- Physical Hitting, kicking, theft or interference with other's possessions
- Verbal Name calling, put-downs, racist remarks, texts, emails, comments on websites etc.
- Indirect exclusion from games or groups, ostracism
- Cyber bullying Misuse of electronic and ICT equipment

- South Otago High School will not tolerate any bullying
- Students and staff are expected to support each other by reporting all instances of bullying.
- Bullying will be dealt with seriously and all incidents will be investigated.