

NELSON PARK SCHOOL

Nag 5: Health & Safety

Bullying Prevention and Response Policy

Rationale

The Nelson Park School 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 Nelson Park School Board of Trustees is committed to Restorative practice and PB4L (Positive Behaviour for Learning).

Purpose

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 whānau share the responsibility for making Nelson Park school a respectful and inclusive environment. All members of our school community – Board of Trustees, school leaders, teachers, staff, students and parents and whānau should have an understanding of what bullying is, and know what to do when bullying does occur.

Definition

- Bullying is deliberate
- Bullying involves a power imbalance
- Bullying has an element of repetition
- Bullying is harmful.
- Bullying behaviours can be physical, verbal, or social, and can take place in the physical world or digitally.
- 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 Prevention

We recognise that real change happens when students, staff, parents, 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 student or our own survey (for example by using survey monkey)

- Identify areas for improvement through the survey findings and review the bullying prevention action plan
- Regularly promote our expectations and successes in preventing bullying (eg, 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.
- Use a range of activities including PB4L (Positive behaviour for learning) and IYP (Incredible Years) programmes to develop the ability for students to relate to each other.
- Promote digital citizenship throughout ICT and promoting safe use of technology (through our Student Use Agreements)

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 per the school behaviour plan.

An appropriate adult will support the affected students by:

- reassuring that they have done the right thing in reporting the incident
- recording a description of what happened and assessing the level of severity 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 evenings, school assemblies, PB4L lessons 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.

We will regularly gather data from the school community (Wellbeing@School surveys) and report on the effectiveness of this policy and Nelson Park School community's commitment to bullying prevention and response.

School bullying processes should:

- emphasise the importance of fostering an inclusive and respectful school environment for all students
- define mild, moderate, major and severe incidents
- identify who is responsible for responding to each type of incident and how these will be addressed
- use information gathered from surveys and other tools
- consider how student management systems (SMS) can be used to support data collection

Ratified: 27 March 2019

To be reviewed: March 2020



Board of Trustees Chairperson

