



BULLYING PREVENTION AND RESPONSE RESOLUTION

National Administration Guideline 5 - Health and Safety

Rationale or Purpose

The RidgeView School Board of Trustees seeks to take all reasonable steps to develop high standards of behaviour in order to fulfil the expectations of the RidgeView School Social Curriculum, the school values, and the requirements of NAG 5. The Board of Trustees seek 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 RidgeView School a respectful and inclusive environment.

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 whānau should have an understanding of what bullying is, and know what to do when bullying does occur.

Our school is committed to ensuring that all staff and students are able to work and learn in an environment free from harassment so that they are able to meet their potential.

Definition

Bullying behaviour is not an individual action. Our school defines bullying as:

- deliberate and targeted
- involving a power imbalance
- having an element of repetition
- harmful.

Bullying behaviours can be physical, verbal, or social, and can take place in the physical world or digitally including indirect harassment such as spreading rumours, harmful gossip, exclusion or deliberate rudeness that is intended to harm, ridicule, diminish or marginalise others.

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:

- share our expectations within the school and the wider community through promoting our school values, participating in selected anti-bullying programmes and events such as Pink Shirt Day;



- access professional learning and development on our understanding of bullying prevention and response from professionals as required;
- use a range of activities including curriculum based programmes to develop the ability for students to relate to each other;
- promote safe and secure use of digital technologies

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 appropriate.
- An suitable adult will support the affected students by reassuring them that they have done the right thing in reporting the incident.
- The principal or a senior teacher will use the quick reference guide *Responding to Bullying Incidents* (MOE) to activate the response and action needed.
- We will involve parents and whanau as early as possible (as appropriate).
- All bullying incidents will be escalated to senior management and we will see advice and involvement from outside agencies when required.
- 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, assemblies, class-based activities, 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.

Evaluation and Review

We will review and revise this policy every year to ensure that the school's bullying prevention practices are recognised and celebrated.

RIDGEVIEW SCHOOL BOARD OF TRUSTEES POLICY



This policy will be reviewed as per the Board's Effectiveness Review Programme

Confirmed by the Board of Trustees on: 03/08/2021 (date)

The planned review date will be: August 2022 (date)

Chairperson

Principal

