

Guidelines under Behaviour Management Policy

All children have the right to live and learn in an environment where they feel valued and safe. They are able to learn most effectively in an atmosphere **free of verbal harassment and physical violence**. Schools are places where bullying **can** flourish and we need strategies in place that will result in threatened children feeling safe, and the bullying behaviour of the offenders being modified.

Key Aims

1. To develop a school climate where there is **Zero Tolerance** of bullying.
2. To establish a clear set of consequences for actions that lead to the intimidation of other children.

Definition

Bullying usually has three common features:

- » it is deliberate, hurtful behaviour
- » it is repeated often over a period of time
- » it is difficult for those being bullied to defend themselves

There are three main types of bullying:

- » **physical; e.g.** hitting, kicking, taking belongings
- » **verbal; e.g.** name-calling, insulting, sexist, racist, homophobic, negative transgenic remarks
- » **indirect; e.g.** spreading nasty stories, excluding from groups

Programmes for Prevention will include: Regular messages and scenario reminders from leaders at weekly assemblies as well as annually or bi-annually as appropriate:

Life Education, Pubertal Change (Health Nurse), Cyber Safety (Police Ed Officer), DARE

Response Guidelines:

1. Treat complaints from children seriously, investigating the complaint and taking some *positive action* relating to the incident. The victim needs to be reassured that some action has been taken. *The offender must have a clear message that bullying behaviour will not be tolerated. A record of all offending will be kept.*
2. Parent/Student Responsibility. For this policy to be effective, pupils and parents must be prepared to report incidents as soon as possible after they occur.
3. Consequences have been developed in relation to the frequency of the act of bullying, rather than the so called severity of each case, as all bullying verbal or physical, is still bullying and needs to be curtailed. These consequences must be applied consistently.
4. **CONSEQUENCES** - Teachers are all aware of our no tolerance for bullying stance and will take all reasonable steps to ensure that adequate communication and actions take place to minimise bullying, support victims and apply appropriate consequences according to the level of bullying taking place.
 - victim impact discussions with the teacher around our code of conduct
 - time out from the playground to reflect on behaviour
 - letter of apology written to victim by offending student
 - peer group discussions around how our actions affect others
 - more formal time out through detention process
 - detention form goes home to be signed by parents
 - parents contacted to discuss concerns
 - regular meetings between parents and teacher to monitor behaviour

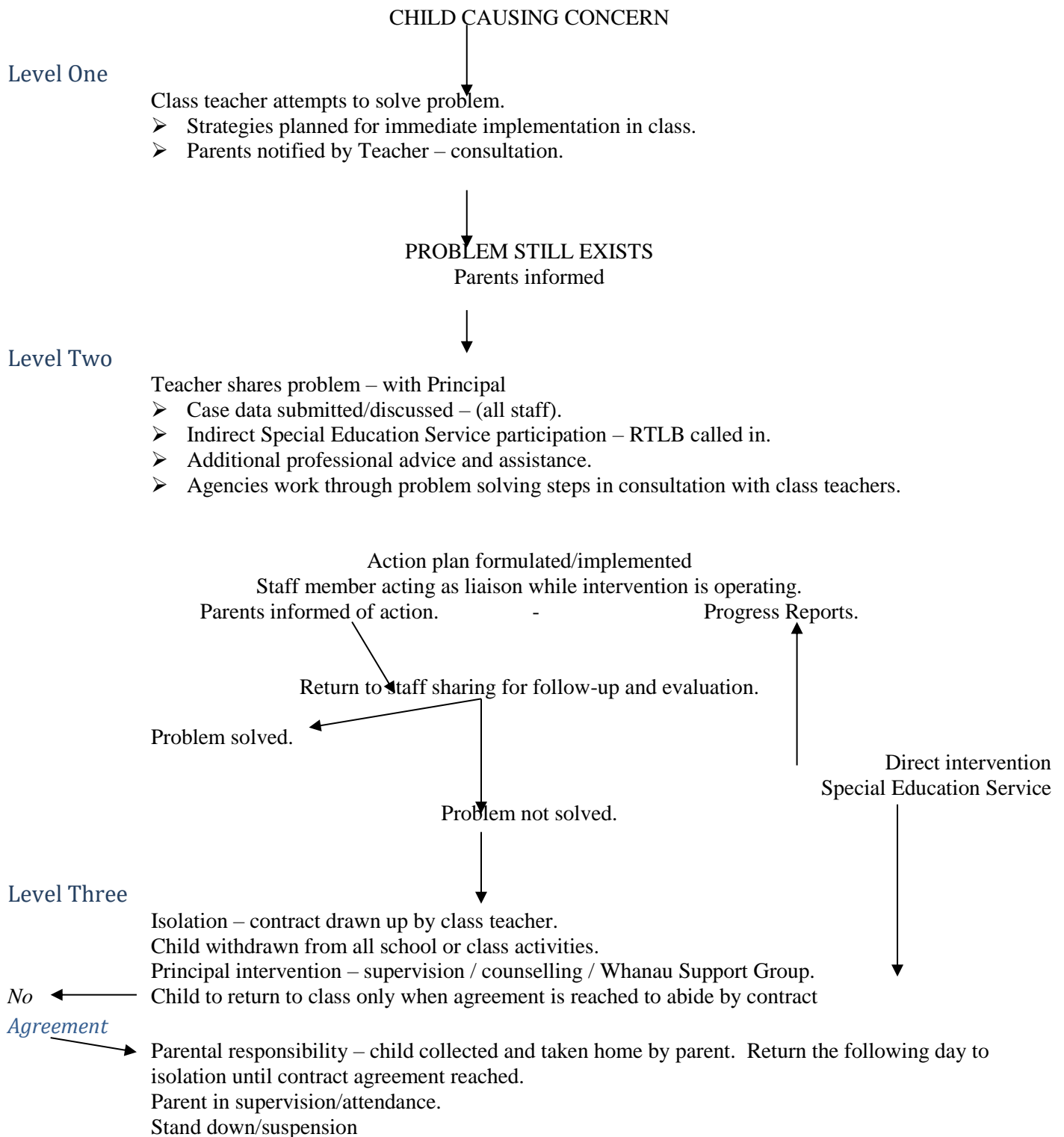


HAUTURU SCHOOL GOVERNANCE FRAMEWORK

- stand down, suspension for ongoing, more serious offending such as assault and ongoing harassment where initial consequences are being ignored
 - counselling is offered/recommended if and when appropriate and or other specialist support.
5. Where appropriate and possible confidentiality for the victim will be observed. Consequences agreed on with offending student and family will not necessarily be made known to victim in all cases.
 6. All bullying incidents will be handled with fairness, ensuring that the voice of both parties is heard, investigated and responded in order to bring about the best possible solutions.

We want parents to be confident that the school staff do treat this issue seriously and are doing something about it, and they can in turn do their part, to support us in our efforts to minimise bullying in our school.

PROCEDURES – BEHAVIOUR MANAGEMENT



Adopted: 15/May/2019

Next review: