

3.05a

Anti-Bullying Policy

Outcome Statement

Ruapehu College Board of Trustees is committed to a whole-school approach to ensure a positive, safe and inclusive school environment for all staff and students.

Objective

The college will take all reasonable steps to develop high standards of behaviour in order to fulfil the charter expectation and the requirements of 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 whānau share the responsibility for making Ruapehu College a respectful and inclusive environment.

Definition of bullying¹

Whether bullying is physical, verbal, or social (relational), four widely-accepted factors can be used to identify it:

- Bullying is deliberate and intentional
- Bullying involves a misuse of power
- Bullying is usually not a one-off - it is repeated over time
- Bullying is harmful and is not a normal part of growing up.

Bullying can happen anywhere, in person or online (cyberbullying), at any time, and can be verbal, physical or social (relational). It can be obvious or hidden.

Kids who bully use their power — such as physical strength, knowing something embarrassing, or popularity — to control or harm others. Bullying is when one student (or a group of students) keeps picking on another student again and again to make them feel bad. They say or do things to upset them, make fun of them, stop them from joining in, or keep hitting or punching them.

What is not bullying?

Bullying is a word often used to describe behaviour that is not actually bullying — not all verbal or physical aggression is bullying. For example:

- a one-off fight or argument, or difference of opinion between friends where there is no power imbalance and they can sort it out between themselves
- not liking someone or a single act of social rejection
- one-off acts of meanness or spite
- isolated incidents of aggression, intimidation or violence
- using sexist or racist terms but doesn't mean to cause harm
- theft: taking someone else's things once is theft but not necessarily bullying.

¹ bullyingfree.nz (MOE)

These other behaviours may be just as upsetting and serious, but may need to be dealt with in a different way. You will need to use your judgment to decide whether or not a specific incident is bullying.

Bullying Prevention

The Principal and the Senior Management Team will work towards:

- Board of Trustees, school leaders, teachers, staff, students and parents and whānau to have an understanding of what bullying is; and know what to do when bullying does occur.
- Provide suitable external programs designed to encourage respect and care for others and discourage bullying. Delivered through assemblies, academic mentoring and guidance initiatives. e.g. SUPP
- Use a range of school based activities to develop the ability for students to relate to each other e.g. inter-whānau activities, peer mediation, social problem solving solutions and role playing.
- Regularly promote our expectations and successes in preventing bullying (eg, in assemblies, newsletters and social media sites.
- Promote digital citizenship throughout ICT and promoting safe use of technology, through our ICT Use Agreements.
- Provide a safe and clear process for students and staff to report incidents of bullying.
- Empower bullying prevention groups to take responsibility for bullying prevention that include staff and students e.g. Pastoral Team, Student Council, Prefects, Peer Mentors.
- A three-yearly review of the policy to identify areas for improvements.

Bullying Response

Ruapehu College recognises 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.

- All reported incidents of bullying will be taken seriously and followed up as appropriate
- An appropriate adult will support the affected students by: reassuring that they have done the right thing in reporting the incident
- 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 regularly monitor all incidents of bullying and identify patterns of behaviour.

Review

This policy will be reviewed in accordance with the Board's regular policy review process.

Ratified by Ruapehu College Board of Trustees

Chairperson: Elijah Pue

Signed: _____

A handwritten signature in cursive script, appearing to read 'Epane', is written above the signature line.

_____ Date: 28.01.21

Date for policy review: October, 2023