

# Bullying Policy



## Rationale

Bullying is unacceptable harassment. It is deliberate, hurtful behaviour. It has the potential to interfere with other's ability to thrive at school. It represents an infringement of an individual's rights and group rights. It interferes with students' educational and social development, or with a staff member's sense of security and wellbeing. It can be difficult for those being bullied to defend themselves. Bullying includes physical assaults, taking another's property, name calling, racist or sexist remarks, or spreading nasty stories. Bullying is a direct violation of the College's commitment to a culture of positive relationships within its whole community.

## Guidelines

1. The College will raise and maintain awareness of what constitutes bullying and appropriate responses by using the following to disseminate information:
  - Tutor Manual
  - Assemblies
  - Orientation booklet
  - Peer support
  - Staff meetings (include support staff)
  - Tutor groups
  - Newsletters
  - Staff training
  - Student Advisors
  - Code of Expectations
2. A "telling environment" will be encouraged by educating students, parents and staff on the necessity of telling the appropriate people.
3. A variety of approaches to bullying will be used. These may include holistic approaches such as restorative justice, as well as sanctions such as standdowns or suspensions. Wherever possible, holistic approaches will be pursued including victim support via Student Support/Kaimanaaki.
4. If issues of safety are a concern there needs to be an immediate response. Parents/Caregivers of victims and offenders are to be informed.
5. Staff must react to all incidents of bullying.
6. Part of ensuring a safe environment will be adequate duty coverage before and after school and during interval and lunchtime.

Signed for the Board of Trustees

**6 August 2009**

Date Reviewed