



**MANA COLLEGE**  
'AKONA TE MAHI PAI'

## Bullying Prevention and Response

### Rationale

The Mana College 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 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 whanau share the responsibility for making Mana College 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 and parents and whanau should have an understanding of what bullying is; and know what to do when bullying does occur.

### Definition

Bullying behaviour is not an individual action. Our school community agrees that:

- 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't 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, whanau 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* or our own survey
- Identify areas for improvement through the survey findings and develop a 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 (staff meetings, parent meetings, student council)
- Establish a Pink Shirt Team to take responsibility for bullying prevention (to include staff, parents and whanau and students)

- Use a range of activities including curriculum based programmes to develop the ability for students to relate to each other, including Year 9 STARS programme
- Promote digital citizenship throughout ICT and promoting safe use of technology (through our ICT Use Agreements)
- Support Tuakana Teina.

### **Bullying Response 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 all 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 appropriate adult will support the affected students by:
  - Reassuring that they have done the right thing in reporting the incident
  - Using the assessment matrix, record a description of what happened and assess 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 whanau 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, eg. 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 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 (to reflect changes with the school, survey findings, incident reviews). We will track and monitor all bullying related incidents and regularly report this information to the school community. We will regularly gather data from the school community, eg. *Wellbeing@School* and *Kia kaha* student surveys) and report on the effectiveness of this policy and Mana College community's commitment to bullying prevention and response.

**Review schedule:** Annually

Approved by Board

Date