

Thornton School - Bullying Prevention and Response

Rationale

Thornton School is committed to ensuring that all students, staff and visitors are able to work and learn in an environment free from harassment. All bullying behaviour, including verbal, physical, emotional, and cyber bullying is completely unacceptable at Thornton School. and so will be taken seriously and followed up in line with this policy.

Definition

Bullying covers a range of behaviour which is unwelcome, unsolicited and non-reciprocal.

Bullying is:

- deliberate, hurtful behaviour
- repeated over time, and
- hard to defend against without support.

There are four main types:

- Physical: hitting, kicking, taking belongings, ganging up
- Verbal: threats, name calling, put downs, racist or sexist remarks
- Indirect: spreading rumours, exclusion, deliberate rudeness
- Cyber: inappropriate emails, texts, or social media posts, sharing images without consent, creation of pages in order to harass

Guidelines

1. The school will have zero tolerance policy and expects all staff to model school values.
2. All students and staff will be aware that their behaviour is a choice and that choices designed to hurt others will not be tolerated. To this end all members of the school have a responsibility to recognise bullying and to take action when they are aware it is happening.
3. Students will be encouraged to report harassment / bullying that occurs inside or *outside the school. They will be given clear options as to who they can approach including staff, senior students, and parents.
4. Observers of harassment will be encouraged to report incidents.
5. All bullying incidents will be treated seriously and appropriate action taken
6. It is imperative that every effort is made to ensure that confidentiality be maintained for all parties during and after the investigation.
7. It is important to 'label' what the student has done rather than labelling the student.

8. The emphasis must be on changing the behaviour of the bullying student(s) while providing support for the student (s) who have been harassed.
9. The principal will evaluate and continually review the operation of this policy in consultation with staff and report to Board as required to review and update student safety and welfare approaches
10. Students breaching this policy while not under the jurisdiction of the school but whose action impacts on safety and learning within the school may also be dealt with according to this policy. This, in particular but not exclusively, relates to cyberbullying, which is located in the digital environment, rather than in a physical location.
11. The range of preventative measures available will be made explicit to students, staff, and parents in the following ways.

Students through key messages:

- Bullying is not okay – ever
- Be an upstander, not a bystander
- Use put ups, not put downs
- Actions are a choice
- It's okay to speak up
- Unkind words and actions online is still bullying – parents to sign CyberSafety agreement upon enrolment

Staff through:

- The Health programme and programmes like Kia Kaha
- Emphasis on inclusion rather than exclusion e.g. including children with special needs in all school activities
- Anti-bullying messages on duty, in class and in assemblies
- Clear and explicit standards set by teachers in their classrooms
- Monitoring student online behaviour
- Teaching social skills – how to make friends, to show tolerance, respect, conflict resolution skills
- Drawing links with school “I Care” philosophy and school values to help establish and maintain a quality school culture
- Using eTap SMS to record behaviour
- Discuss at staff meetings to review strategies and remedial approaches where appropriate

Parents/Caregivers/Whanau through:

- School communication eg. newsletter, website, class blogs, assemblies and parent interviews
- Monitoring children's activity on-line at home

Board of Trustees, through:

- Meetings, staff contact
- Professional development, training
- ERO audit check on Health and Safety

Resource:

Bullying Prevention and Response: A Guide for Schools

<https://www.education.govt.nz/assets/Documents/School/Bullying-prevention/MOEBullyingGuide2015Web.pdf>