



# Whakatane Intermediate School Board

## Anti-Bullying Policy

### Purpose

To foster and develop a safe, positive physical and emotional school environment.

For students, staff, parents and whānau to share the responsibility for making the school 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, school leaders, teachers, staff, students and parents and whānau should have an understanding of what bullying is; and know what to do when bullying does occur.

### Objectives

1. The School has a zero-tolerance policy for all forms of bullying and recognises bullying as an unsafe behaviour that is harmful to any student or staff members, physical or mental well-being.
2. The school agrees that bullying is deliberate, involves a power imbalance, has an element of repetition and is harmful.
3. The school believes that 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).
4. The school recognises bullying behaviours can be physical, verbal or social. In particular the school recognises the need to focus on (but not limited to) the following reasons for bullying: Racism, Homophobic & Transgender, Special Needs, Sexual Harassment and Cyber or internet bullying.
5. The school will ensure all reported incidents of bullying will be taken seriously and followed up as appropriate.
6. The school will follow its student Behaviour Policy and PB4L procedures for dealing with each individual incident of bullying. The more serious incidents of bullying will be dealt with by Senior Management
7. The school will provide appropriate support for those involved in an incident of bullying including targets, bystanders and initiators of bullying behaviour.
8. The school will involve outside agencies, whānau as early as possible and as appropriate.
9. The school regularly monitor all incidents of bullying and identify patterns of behaviour.
10. The school will regularly check its wellbeing regarding bullying through regular checks within its current systems, i.e., regular Pastoral Care, PB4L and Syndicate team meetings.
11. The school through its composite class structure and student leadership initiative, will ensure that there is a recognised bullying prevention system in place.
12. The School will regularly raise the awareness of our school community's approach to bullying and celebrate our positive school culture, for example through parent evenings, assemblies, class-based activities, displays and anti-bullying promotions like Pink Shirt Day.

