



Mount Eden Normal

PRIMARY SCHOOL

Te Whare Akoranga o Maungawhau

POLICY

DRAFT Bullying Prevention

Rationale

National Education and Learning Priority 1 requires Boards of Trustees to ensure that the school is a physically and emotionally safe place for all students and staff by taking all reasonable steps to eliminate racism, stigma, bullying (including cyberbullying), and other forms of discrimination.

Boards must give effect to relevant student rights, which includes those in the New Zealand Bill of Rights Act 1990 and the Human Rights Act 1993.

In order to ensure a safe, positive environment for students, the school will foster and actively promote an environment with zero tolerance of bullying and a positive, restorative approach to behavior management.

Purpose

To foster and promote a culture of zero tolerance to bullying and restorative practices in relation to behaviour management and conflict resolution.

To take proactive steps to educate all students of their rights and responsibilities in relation to achieving the aims set out above.

Definitions

“Bullying” is defined, for the purposes of this policy, as deliberate, hurtful actions that repeatedly target individuals over a period of time.

“Restorative Practice” is defined for, the purposes of this policy, as an approach to conflict resolution that focuses on the needs of the victims and the offenders, as well as the community, instead of focusing on simply punishing the offender.

*“The essence of restorative practice is disarmingly simple: that human beings are happier, more productive and more likely to make positive changes in their behaviour when those in positions of authority do things **with** them, rather than **to** them or **for** them.” - adapted from Wachtel 2004*

Guidelines

1. The schools approach to effective bullying prevention will be based on a holistic, whole-school approach



2. Behaviour management is the responsibility of all staff, coordinated and supported by the Senior Leadership Team
3. The school’s Touchstones are the basis for the rights, responsibilities and expectations for all members of the school community
4. A fair, coordinated and consistent approach will be taken when dealing with any reported instances of bullying and conflict
5. All reported and/or confirmed incidents of bullying will be recorded and reported to the Principal

6. In the situation of formal or repeated complaints and/or unresolved issues, the Board of Trustees may take a supportive role in mediation/conflict resolution , in line with the school's Complaints Policy
7. Victims of bullying and conflict will be offered appropriate support by staff
8. Parents and teachers of all parties concerned will be contacted in relation to incidents of bullying and informed of the strategies employed to resolve issues and the outcome of the strategies used
9. The school will develop behavior management procedures that prioritise restorative responses to bullying and conflict, as outlined below:

Punitive vs Restorative Responses

Punitive Responses

focus on punishment

1. What rule has been broken?
2. Who is to blame?
3. What is the punishment going to be?

Restorative Responses

focus on accountability, healing & needs

1. What happened?
2. Who has been affected? How?
3. What needs to be done to put things right?
4. What do we need to do to move forward?

Jansen / Matla adapted Zehr

Conclusion

Through clear and consistent procedures and prompt intervention, identified acts of bullying and conflict will be minimised. The school will take a proactive approach towards bullying prevention and restorative practices designed to reinforce the school's Touchstones and positive culture.

Related Procedures

Concerns & Complaints against Staff
 Persistent Complaints & Harassment Policy
 Child Protection Policy
 Restraint & Seclusion Policy

Signed: Virginia Brown
 Presiding Member

Policy review details

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