



## St Peter's College

### School Policies and Procedures

#### Bullying Prevention and Response Policy

**Rationale:**

St Peter's College Board of Trustees seeks to provide a safe, positive school community where students and staff are safe emotionally and physically. Providing a respectful, safe and inclusive environment, underpinned by the Gospel values of compassion, commitment and community will enhance the wellbeing and achievement of all students.

**Policy Statement:**

The St Peter's College Board of Trustees is committed to ensuring that our college provides an environment free from bullying behaviours. All members of our college – Board of Trustees members, senior leadership, teachers, staff, students, parents and whanau - should have an understanding of the agreed definition of bullying, the prevention strategies undertaken by the college, and the actions that can be taken when bullying does occur.

**Definition:**

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

- is deliberate
- is a repetitive behaviour
- involves a power imbalance
- is harmful or potentially harmful to the target

Bullying behaviours can include physical, verbal, social or cyber bullying behaviours. It can involve up to three parties; initiators (those doing the bullying), targets (those being bullied) and often bystanders (those who witness the bullying).

**Prevention Strategies:**

Regular education of our students is important for them to develop empathy, compassion and inclusiveness, reflecting the Catholic character of the college, as a way of minimising bullying behaviours.

Strategies will include, but not be limited to the following:

- regularly promote our values of compassion, commitment and community in assemblies and classroom learning
- teach social skills and social problem solving in curriculum based and pastoral programmes
- train peer mediators to support fellow students to develop social problem solving strategies
- use outside agencies and organisations to provide education sessions on bullying prevention
- staff professional development on our agreed understanding of bullying prevention and response, as required
- regularly survey the college community through wellbeing surveys; identify areas for improvement through survey findings and develop an action plan to address these
- teach digital citizenship to all students in year 7 and subsequent years as required, to promote the safe use of technology
- use "ICT Use Agreements" to outline expectations of acceptable use of digital devices
- use the junior support programme to teach social strategies and appropriate response to bullying incidents

**Bullying Response:**

All reported incidents of bullying will be investigated by the relevant learning tutor. Investigation will involve triangulated information from the initiator, target and bystanders to ensure a just and fair process. More serious incidents will be escalated to senior leadership who will work alongside the learning tutor to investigate and act on information; the principal will be informed of more serious incidents. The assessment matrix (attached) will be used to assess the level of severity.

The learning tutor will provide support to the affected students by:



- reassuring the students that they have done the correct thing in reporting the bullying behaviour
- document all information gained from the investigation
- respond to the incident using the quick reference guide (attached) to activate the response and action needed
- inform parents and whanau as early as possible and as appropriate

For serious incidents, outside agencies will be involved where appropriate

Appropriate support for targets, bystanders and initiators of bullying behaviour will be provided.

The consequences for bullying will ideally involve a restorative process if deemed emotionally safe for all concerned, as well as counselling and/or an education programme for the initiator. Depending on the seriousness of the bullying behaviour, the initiator may be subjected to a formal disciplinary procedure of stand down or suspension. Each case will be dealt with according to the facts of the specific incident and in accordance with the principles of natural justice.

Incidents of bullying will be monitored and patterns of behaviour will be identified. Educational, preventative responses will be actioned accordingly.

**Communication:**

This policy will be available to the college community through the St Peter's College website and at the college office or as a hard copy by request. The effectiveness of the bullying policy, as well as education and prevention measures actioned will be reported through the school newsletter.

**Evaluation and Review:**

Data will be gathered regularly and analysed to monitor the effectiveness of the action plan. The policy and action plan will be evaluated and reviewed annually.

**Reviewed:** November 2020