

# PALMERSTON NORTH INTERMEDIATE NORMAL SCHOOL

## BOARD OF TRUSTEES

### POLICY RELATED TO VULNERABLE CHILDRENS ACT

**POLICY:** BULLYING PREVENTION

**RATIONALE:**

PNINS actively seeks to develop high standards of behaviour in order to provide a safe, physical, emotional, caring and inclusive environment so that effective teaching and learning can take place

***All bullying behaviour, including verbal, physical, emotional and cyber bullying is completely unacceptable in our School. All instances of bullying (alleged or observed) will be taken seriously and followed up in line with this policy.***

**PURPOSES:**

1. To provide a clear framework on how to deal with bullying for staff, students and parents
2. To regularly define bullying within and with the community.
3. To provide support and guidance on changing the behaviour of the bullying student(s) while providing support for the student who has been bullied.
4. To provide clear consequences for bullying behaviour.

**GUIDELINES:**

1. There are many different definitions\* of bullying but almost all of them include 3 distinct elements: Bullying:
  - is deliberately harmful aggressive behaviour
  - is behaviour repeated over time
  - involves a power imbalance between those who bully and those being bullied.
2. Types of bullying behaviour:
  - verbal bullying –repeated mocking, name-calling, unwanted teasing, homophobic or racist remarks
  - physical bullying –repeated hitting or kicking, taking or threatening to take belongings
  - social or relational bullying –repeated exclusion, spreading rumours or gossiping
  - cyber bullying\*\* – repeated threats, criticism or unkind comments or images sent by text, email or posted on social networking sites.
3. Not all acts of aggression are bullying.
4. Not all bullying behaviour is equally severe, minor incidents can be managed by students themselves with input from classroom teachers, severe incidents may require input from senior staff.
5. Bullying incidents involving serious assault or child abuse must be referred to the NZ police or CYFS and will not be investigated by the school.

6. A safe and caring environment works at four levels:
- The whole school values and practices
  - A classroom environment that supports good social and life skills
  - The individual child –who receives support when they are considered at high risk
  - Parents, families and whanau and the community

**CONCLUSION:**

The emotional and physical safety and wellbeing of all our students is fundamental to our school value of providing a safe and nurturing environment at PNINS.

**Chairperson:**

**Approved:**

**Review date:**

**References:**

\*definition of bullying from <http://pb4l.tki.org.nz>  
Ministry of Education Positive Behaviour for Learning website

\*\* Internet Use and Cybersafety Agreement Policy

## APPENDIX 1

### **Procedures: address bullying on these four levels**

1. At PNINS all bullying concerns will be firstly addressed by classrooms teachers, then if necessary team leaders and senior management.
2. When a student is involved in a serious bullying incident or a series of bullying incidents a meeting will be held with teachers, parents and the students concerned.
3. Regular surveys ('Getting Along') on bullying will be carried out by all classes under the direction of the Principal and/or Deputy Principal.
4. Continued bullying or serious bullying will result in serious discipline action by the Principal i.e. stand down or suspension.
5. Students will be made aware of the school systems ('The Intermediate Normal Way') which are in place for dealing with bullying issues and other intimidating behaviour.
9. The school provides a range of avenues for students who are being bullied to share their problem, including access to a school counsellor and delivery of the 'You Can Do It! Education Programme' (a social and emotional learning programme based on the 'Five Keys to School Success').
10. Support systems will be put in place for any victims of bullying.
11. Incidents of bullying are tracked, records kept where necessary.
12. Parents are strongly advised to inform the school of any bullying concerns as soon as they come to their attention.
13. Parents are reminded that they can not approach any student or parent with their "bullying concern". In the first instance concerns should be addressed via class teacher or the Deputy Principal, Assistant Principal or Principal.
14. Two PNINS designed school pamphlets: 'School Behaviour Management Plan', and 'Bullying and Harassment' are sent out to families with the first two school newsletters of the new year. All students are also given a personal copy of these.

## APPENDIX 2

### **SCHOOL PHAMPLET – BULLYING & HARRASEMENT**