

# *Middleton Grange School*

## **BOARD OF TRUSTEES**

### **BULLYING PREVENTION PROCEDURE**

*"A new command I give you: Love one another. As I have loved you, so you must love one another. By this everyone will know that you are my disciples, if you love one another". John 13 v34-35*

#### **Rationale**

All pupils (regardless of background, beliefs, sexual orientation, gender, nationality or culture) will learn in a safe physical and emotional environment, free from bullying and harassment. In addition, we pay attention to FPC 2; Man is made in the image of God, and we therefore enact this policy in a way that respects and values the individual.

#### **Purpose**

To ensure that all members of our school community have a shared understanding of bullying, and the procedures for how bullying behaviours will be addressed at our school. To foster a culture that encourages our community to share responsibility for supporting a respectful and inclusive environment.

#### **Definition**

Bullying behaviour is deliberate, involves a power imbalance, has an element of repetition and is harmful. It is not always an individual action but can involve up to three parties; initiators, targets and bystanders. Bullying behaviour can be physical, verbal, social or psychological and can take place in the physical world or digitally. It can be overt (direct and easily observed) and covert (indirect and hidden or less easily observed).

#### **Guidelines**

- The school will be proactive in clearly defining what bullying is to its pupils and the staff. This will include running Parent evenings on occasion to inform our parents/whanau of the dangers and effects of bullying (particularly cyber-bullying)
- Promote a 'telling' culture within which pupils feel safe, and supported, to report all forms of bullying to either a parent, a staff member or other significant adult
- Duty staff and prefects to be vigilant in monitoring pupil interactions for any signs of bullying
- Whole school Climate Surveys to be conducted, and analysed every 2 years

- Promote the 'bystander' message which encourages and empowers any pupils witnessing bullying to either intervene if they feel safe enough to do so and/or tell an adult or prefect what they have seen/heard
- All reported incidents of bullying will be taken seriously and followed up as appropriate
- All more serious incidents will be escalated to Senior Leadership
- Staff members will protect the safety of the target, while working as quickly as possible to resolve the bullying behaviour
- This may involve contacting parents or outside agencies, restorative practice conferences, on-going monitoring, or other disciplinary measures as deemed appropriate
- Appropriate support will be provided for targets, bystanders and initiators of bullying behaviour
- Reasonable attempts will be made to assist identified bullies to change their behaviour
- The school will investigate alleged bullying that occurs both within and out of school and will include cases of alleged cyber-bullying

Date adopted: August 2015

Date reviewed: September 2018