Bullying

Rationale

It is a primary objective of the Hauraki School Board (the Board) to provide a physically and emotionally safe place for all students and staff. The Board is committed to taking all reasonably practicable steps to ensure the health and safety of all students, staff, and other visitors to the school.

Hauraki School does not accept bullying, actively seeks to provide an environment that is safe and inclusive for students with differing needs and responds effectively to bullying incidents, concerns or complaints.

Purpose

The Board will take reasonably practicable steps to ensure health and safety and eliminate or minimise health and safety risks by:

- complying with all our legal requirements set out in the Education and Training Act 2020 (the Act) and the principles of being a good employer.
- providing a comprehensive, universally understood definition of bullying behaviour; and
- outline strategies for all members of the school community to combat social, emotional, physical and all other forms of bullying.

Definitions

Bullying

Bullying usually has four common features:

- It is deliberate;
- It is repeated over a period of time;
- It is difficult for those being bullied to defend themselves; and
- It is harmful either short term or long term.

There are three main types of bullying:

- Physical: e.g., hitting, kicking, taking belongings;
- Verbal: e.g., name-calling, insulting and discriminatory remarks; and
- Social/Relational: e.g., spreading nasty stories, posting negative material, excluding from groups, ostracizing and cyber/digital bullying.

Guidelines

1. Hauraki School's values, vision and strategic goals support our inclusive school culture. We take preventative actions to provide a safe learning and working environment free from bullying and harassment:

   - We teach our school values in the classroom and at syndicate and whole school assemblies
   - Wellbeing is considered in our curriculum delivery, including physical and mental health education
   - Our behaviour management policies and procedures detail acceptable student and staff behaviour and behaviour management
   - In classrooms, teachers set clear and explicit standards that reinforce a positive school culture
   - Our digital technology policies and procedures help create a safe digital environment and minimise harm to student wellbeing
   - We promote a "safe telling" culture by encouraging two-way communication between home and school, ensuring students know they will be listened to and that teachers take all reports seriously.
   - We have clear procedures for responding to bullying concerns and complaints and supporting those affected by bullying.

Responding to bullying and harassment

2. All members of the school community are responsible for recognising bullying and acting when they see it happening. Students, staff, and members of our school community are encouraged to speak up if they need support with bullying or harassment concerns or incidents, and support others to do so.

3. All bullying reports will be treated seriously, whether they occur inside or outside school. Where necessary, enquiries may be necessary to clarify exactly what has happened. However, the student, and their parents/caregivers, should be assured that they have acted correctly in reporting the bullying.

4. We investigate and manage incidents of student bullying or harassment on a case-by-case basis. All bullying complaints will be dealt with quickly, fairly and, as far as appropriate, in confidence. The emphasis must be on changing the behaviour of the bullying student(s), while providing support for the student who has been bullied.

5. It is important that the student who has raised a bullying incident receives ongoing support, and their wellbeing must be monitored on a case-by-case basis.

6. Serious allegations of bullying must be escalated to the Deputy Principal, Associate Principal, and or the Principal. It may be appropriate for any bullying incidents, concerns or complaints to be considered against other school policies, including:

   - Discipline
   - Stand Down, Suspension, Exclusion and Expulsion
   - Crisis Management

7. The school will seek outside support if necessary, including through the Ministry of Education, the New Zealand Police, the Resource Teachers: Learning and Behaviour (RTLB) Service, Oranga Tamariki.
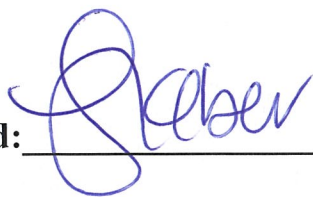
Staff

8. We provide an inclusive, non-discriminatory workplace where the principles of equality and fairness are promoted and there is commitment to maintain equal employment opportunities (EEO) for all staff.

9. Every effort will be made to eliminate any action that may constitute staff bullying or harassment, so a safe working environment is provided.

10. We respond to bullying or harassment incidents involving staff according to our Concerns and Complaints policy. It may be appropriate for any bullying incidents, concerns or complaints to be considered against other school policies, including:

    - Staff Discipline
    - Sexual Harassment
    - Crisis Management

Concerns and complaints

11. If a parent, caregiver, or whanau has concerns about student bullying or harassment, they should raise those concerns with the school in the first instance. Parents, caregivers, or whanau should not contact the other student(s), or that student's parents, caregivers or whanau directly.

12. Any concerns or complaints about the implementation of this policy will be considered in line with the Board's Concerns and Complaints policy.

Signed: _____ Date: 16/6/25 _____

Presiding Member of the Board Review Date: Term 2 2028 _____

Related policies
- Concerns and Complaints
- Crisis Management
- Discipline
- Health and Safety
- Sexual Harassment
- Staff Discipline