

NORTHLAND SCHOOL

Health and Safety Procedures Bullying



Bullying, in any form, is not acceptable. Staff will be pro-active in seeking to eliminate this behaviour and be reactive in response to any incidents of bullying. All members of the school community have a responsibility to recognise bullying and to take action when they are advised of bullying occurring.

Northland School uses the New Zealand Police “Kia Kaha” Programme definition of bullying.

- It is deliberate, hurtful behaviour
- It is often repeated over a period of time
- It is often difficult for those being bullied to defend themselves
- The person who bullies has, and exercises, power over their victim.

Bullying may be:

- Physical eg hitting, kicking, taking belongings
- Emotional eg exclusion from groups, threatening, coercion
- Verbal eg name-calling, exclusion from groups, spreading nasty stories, racist remarks
- Cyberbullying through the use of mobile phones and the internet. This differs from other forms of bullying in that:
 - it can be 24/7
 - it can invade home and personal space at any time
 - the audience can be very large and reached rapidly
 - cyberbullies may attempt anonymity
 - the bully or victim can be any age
 - bystanders can become accessories to the bullying by passing on an humiliating message

Action Plan

- Staff will listen to reports of bullying and make such enquiries as may be necessary to clarify exactly what has been happening.
- Students should be assured that they have acted correctly in reporting the bullying.
- The person exhibiting the bullying behaviour will be withdrawn from the environment for a set time and encouraged to reflect on their behaviour.
- The victim will be offered support and a “safe” environment even if this is short-term.
- Incidents will be recorded with the Principal who may contact parents if there is a repeated behaviour of bullying.
- Interventions to change the bullying behaviour may need to be put in place (eg RTLB)

Programmes to promote a positive safe environment

- The Northland School Qualities programme
- The Northland School Charter of Student Rights and Responsibilities
- Class treaties
- Buddies programme
- Keeping Ourselves Safe (NZ Police)
- Kia Kaha (NZ Police)
- Sexuality Roadshow (NZ Family Planning)
- Keeping Ourselves Safe (NZ Police)
- Cyberbullying (Netsafe)
- Wellbeing at School (Education Review Office)