



## ANTI-BULLYING POLICY

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### **Goal:**

To provide a safe kura environment where ākonga can learn free from intimidation and fear.

### **Introduction:**

Te Kura Māori o Porirua is founded on the four kura matāpono Kaitiakitanga, Whanaungatanga, Whai Wāhitanga and Tino Rangatiratanga. These mātauranga actively promote positive interpersonal relations between all members of the kura whānau whānui.

We have an obligation to ensure the wellbeing of children and are committed to providing an environment that responds immediately to all reports or complaints of bullying. The safety and wellbeing of the child is our top priority when investigating incidents of bullying.

### **Principles of this policy:**

- The needs of the victim are paramount.
- Schools will not tolerate any bullying behaviour.
- Bullied pupils will be listened to.
- Reported incidents will be taken seriously and thoroughly investigated.

### **Guidelines**

#### 1. Definition of bullying:

Bullying is an act of aggression, causing embarrassment, pain or discomfort to someone. It can take a number of forms; physical, verbal, making gestures, extortion and exclusion. It is an abuse of power. It can be planned and organised, or it may be unintentional. It may be perpetrated by individuals or by groups of pupils.

#### 2. Forms of bullying: can include but are not limited to:

- Physical violence such as hitting, pushing or spitting at another pupil.
- Interfering with another pupil's property, by stealing, hiding or damaging it.
- Using offensive names when addressing another pupil.
- Teasing or spreading rumours about another pupil or his/her family.
- Belittling another pupil's abilities and achievements.
- Writing offensive notes or graffiti about another pupil.
- Excluding another pupil from a group activity.
- Ridiculing another pupil's appearance, way of speaking or personal mannerisms.
- Misusing technology (internet or mobiles) to hurt or humiliate another person

#### 3. Responsibilities

### **Kaimahi will**

- Foster pupil self-esteem, self-respect and respect for others in our akoranga.
- Demonstrate by example the high standards of personal and social behaviour we expect of our pupils.
- Discuss bullying with all classes, so that every pupil learns about the damage it causes to both the child who is bullied and to the bully and the importance of telling a kaiako about bullying when it happens.
- Be alert to signs of distress and other possible indications of bullying.
- Listen to children who have been bullied, take what they say seriously and act to support and protect them.
- Report suspected cases of bullying to the Tumuaki or Pukenga
- Follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken.

- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.

#### **We expect our pupils to:**

- Not become involved in any kind of bullying, even at the risk of becoming unpopular for the short period of time.
- Intervene to protect the pupil who is being bullied, unless it is unsafe to do so.
- Report to a member of kaimahi any witnessed or suspected instances of bullying, to the Tumuaki or Kaiako
- Dispel any climate of secrecy and help to prevent further instances.

#### **Anyone who becomes the target of bullies should:**

- Not suffer in silence, but have the courage to speak out, to put an end to their own suffering and that of other potential targets.

#### **The Responsibilities of Parents**

We ask our parents to support their children and the kura by:

- Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying.
- Advising their children to report any bullying to the Tumuaki and/or their classroom kaiako.
- Explaining the implications of allowing the bullying to continue unchecked, for themselves and for other pupils.
- Advising their children not to retaliate violently to any forms of bullying.
- Being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken;
- Keep a written record of any reported instances of bullying
- Informing the school of any suspected bullying, even if their children are not involved.
- Co-operating with the school, if their children are accused of bullying, try to ascertain the truth. And point out the implications of bullying, both for the children who are bullied and for the bullies themselves.

#### **The Responsibilities of All**

##### **Everyone should:**

- Work together to combat and, in time, to eradicate bullying.  
Within the kura the kura will provide and support anti bullying units of study and promote anti bullying messages.  
Classroom management: Kaiako will act on any incidents of bullying.

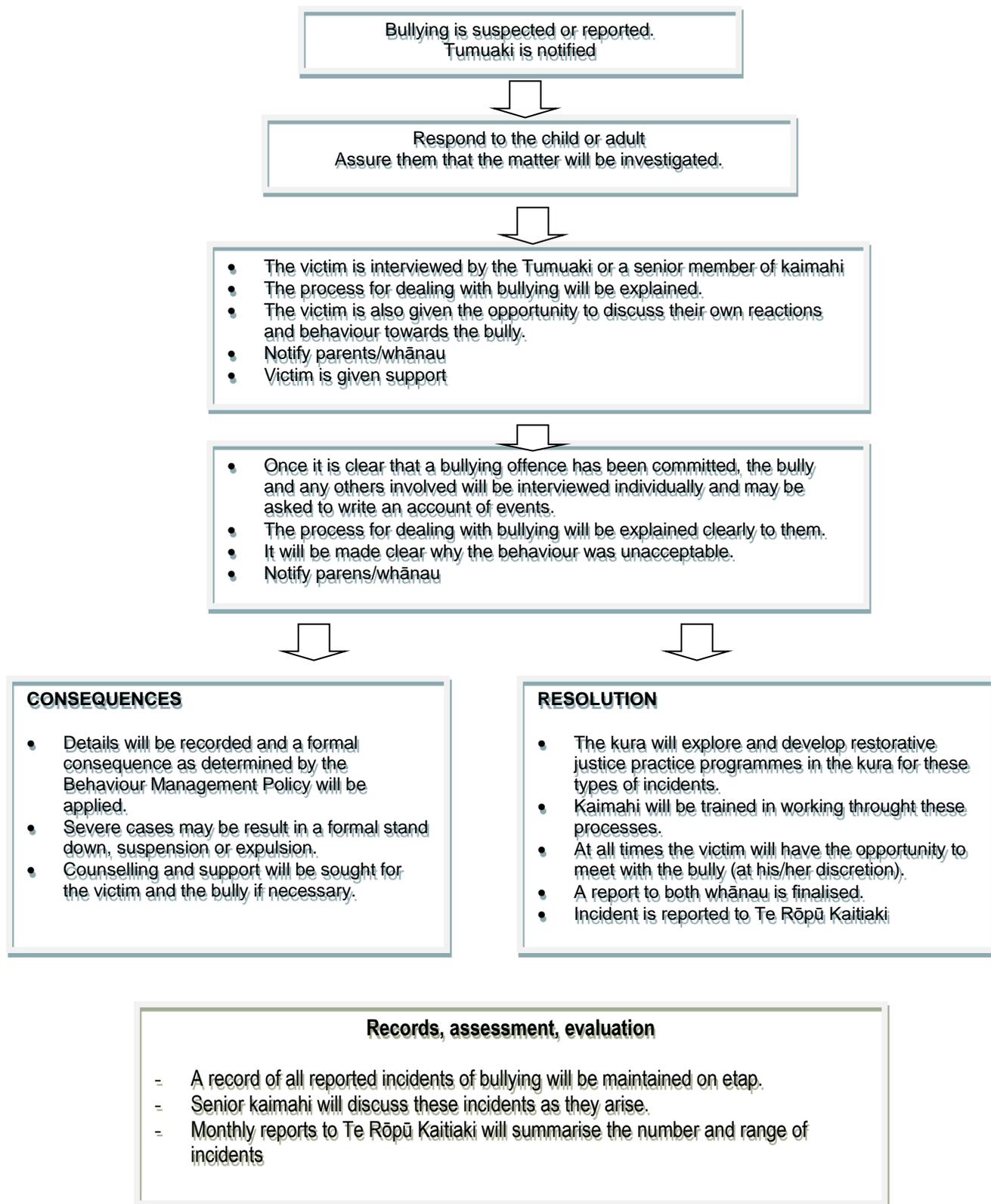
#### 4. Training, supervision and support:

The kura will seek training, resources and/or advice to ensure that all kaimahi can carry out their roles in terms of this policy, particularly:

- Understanding child abuse and indicators of bullying.
- Recognising signs of bullying
- Planning of environment and supervision to minimise risk.
- Dealing with child/parents/family/whānau.

#### 5. Whānau whānui, pupil input: Opportunities will also be sought to allow parents to contribute to the Kura policy to prevent bullying. Annual pupil surveys will be used to facilitate an understanding of the level and type of bullying that pupils might have experienced.

## 6. Procedures for dealing with reported incidents of bullying



Evaluation: Policy reviewed 2014, 2016, 2018  
Next review 2020