



ANTI-BULLYING POLICY

Purpose

The Devon Intermediate School Board seeks to foster and develop a safe, positive physical and emotional school environment that creates a climate of trust. Students, staff, parents and whanau share the responsibility for making Devon Intermediate School a respectful and inclusive environment.

Policy Statement

We are committed to ensuring that our school provides an environment free from bullying. All members of our school community – the Board, school leaders, teachers, staff, students, parents and whanau should understand what bullying is; and know what to do when it does occur.

Definition

Bullying is not a single action. Our school community is aware and agree that:

- Bullying is deliberate
- Bullying involves a power imbalance
- Bullying has an element of repetition
- Bullying is harmful

Bullying behaviours can be physical, verbal, or social, and can take place in the physical world or digitally. Not all forms of verbal or physical aggression are bullying. Bullying behaviour may target race, culture, religion, disability, sexuality or other factors. Bullying involves up to three parties: initiators (those doing the bullying), targets (those being bullied) and often bystanders (those who witness the bullying).

Bullying is unreasonable and repeated behaviour toward a person or group that creates a Health and Safety risk. Repeated behaviour is persistent and can include a range of actions. Unreasonable behaviour covers actions which a reasonable person wouldn't do in similar circumstances, including victimizing, humiliating, intimidating or threatening a person. A single incident is not considered bullying but can escalate if ignored.

Bullying Prevention

We recognise that real change happens when students, staff, parents, whanau and other members of the community share responsibility for making our school a respectful and inclusive environment. All members of the school community have a responsibility to recognise bullying and to act when they see it happening.

We will:

- Set expectations in classes each year for behaviour and have a common understanding of our school values of Diligence, Integrity, Service and Respect. These values will be taught, discussed, celebrated and revisited throughout the year and be a focus of our school wide goals.
- Promote digital citizenship ICT and promote safe use of technology through our ICT Use Agreements and resource material at www.netsafe.org.nz.
- Provide well planned and targeted capability building professional learning and development linked to response approaches and bullying prevention.
- Gain student voice through student focus groups so students have input into the development of bullying prevention and response strategies.
- Use Restorative Practices to build positive relationships within our school community.
- Use data to:
 - Monitor the prevalence of bullying
 - Monitor and evaluate the success of programmes

Bullying Responses, for when bullying occurs

We recognise that importance of consistently responding to all incidents of bullying that are reported in our school and ensuring that planned interventions are used to respond to these incidents and support all involved. We will support anyone who has been affected by, engaged in or witnessed bullying behaviour.

- All reported incidents of bullying will be taken seriously and followed up as appropriate.
- The target will be reassured that they have done the right thing by reporting the bullying. A school environment of "safe telling" will be promoted.
- We will involve parents and whanau proactively as early as possible as appropriate.
- The emphasis should be made on changing the behaviour of the initiator (s) while providing support for the target.
- Follow up check ins to ensure the wellbeing of the target and the initiator(s) should be planned and discussed with those involved.
- We will regularly monitor any incidents of bullying and identify patterns of behaviour through our student management system.

- When responding to reports of workplace bullying, Senior Leadership and the Board will follow the Best Practice Guidelines, Worksafe New Zealand 2014.

We recognise the importance of good communication between home and school to promote consistent messages and to ensure that any reported bullying can be recognised and responded to effectively. We will regularly raise the awareness of our school community's approach to bullying and celebrate our positive school culture.

We will review and revise this policy tri-annually to ensure that the school's bullying prevention practices are recognised and celebrated.

Reviewed by the Board: 7 April 2025	Next Review: April 2028
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