

Anti Bullying Policy

Bullying is when someone repeatedly and intentionally hurts, intimidates, or upsets another person, using their power or status to cause harm.

Definition and Key Characteristics

Bullying is **unwanted, ongoing negative behaviour** directed at a person or group, with the intention to hurt them physically, verbally, psychologically, or online (cyberbullying). It is **repeated over time** and involves a power imbalance, where the person bullying may be bigger, stronger, more popular, or socially influential than the target. Bullying is more than a onetime argument or disagreement; it is a **pattern of harmful behaviour**.

We take all reasonable steps to eliminate any bullying and harassment in our school. These include;

- Promoting an inclusive school culture
- A behaviour plan for students, reviewed annually and shared with whanau
- Responding quickly to incidents and supporting those affected
- Promoting safe and responsible digital technology use
- Code of conduct for all staff and volunteers
- Complaints policy and procedures

See also

- Health and Safety
- Staff health and safety
- Personnel
- Student support: Sexual and physical abuse
- Student distress & use of physical restraint
- Sexual harassment

	Behaviours	Consequences
	Being a role model Being responsible Using your initiative Putting in some extra effort Including and encouraging others Being on time and on task Using good manners Looking after our things Being a good friend and classmate	A sense of pride Respect from others Positive relationships Friendships Satisfaction & success Privileges Praise
	Helping others Having a good attitude Playing fair	Put ups Fun at school
 Think Again	Leaving people out Telling tales Being too rough Being disrespectful Teasing & put downs Damaging or misusing gear	Time out Discuss better choices and make a plan for next time Apology
 Yellow card	Repeatedly: <ul style="list-style-type: none"> • Using bad language • Bullying • Fighting • Damaging or taking others property • Being defiant 	1 st Yellow card Living above the line strategies Loss of privileges 2 nd Yellow card: Letter to parents & follow up plan
Red Card	Intentionally & persistently hurting or threatening others. Disregarding directions, refusing to comply Illegal activities	Principal will contact parents and outside agencies if necessary Loss of privileges Follow current MOE guidelines for stand downs, suspension or exclusion