



GOOD SHEPHERD SCHOOL

PROCEDURE: BULLYING PREVENTION AND RESPONSE



At Good Shepherd School we work together to follow in the footsteps of Jesus, the Good Shepherd by practising the values of *respect, care and honesty*. Our Catholic special character provides a context in which to foster and develop a safe, positive physical and emotional school environment that creates a climate of trust. We are committed to ensuring that our school provides an environment free from bullying behaviours. All members of our school community - Board of Trustees, school leaders, teachers, staff, students, and parents and whānau should have an understanding of what bullying is; and know what to do when bullying does occur.

Research evidence indicates there are nine core elements to an effective school-based bullying prevention approach (see <https://www.bullyingfree.nz/preventing-bullying/the-nine-elements-of-an-effective-whole-school-approach-to-preventing-and-responding-to-bullying/>)

Good Shepherd School will include all these elements in its bullying prevention and response procedures.



## Definition

Bullying behaviour is not an individual action. Our school community agrees that:

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

Bullying behaviors can be physical, verbal, or social, and can take place in the physical world or digitally.

Bullying is not an individual action. It involves up to three parties: initiators (those doing the bullying), targets (those being bullied) and often bystanders (those who witness the bullying).

## Bullying Prevention

We recognise that real change happens when students, staff, parents, whānau and other members of the community share responsibility for making our school a respectful and inclusive environment. We will:

- Regularly survey our school community through our Wellbeing Survey
- Identify areas for improvement through the survey findings and, if appropriate, develop a bullying prevention action plan
- Regularly promote our expectations and successes in preventing bullying, e.g. in assemblies, newsletters, reports to the board of trustees
- Establish a Bullying Prevention Team to take responsibility for bullying prevention (to include staff and member of board of trustees)
- Use a range of activities including curriculum based programmes to develop the ability for students to relate to each other (The Good Shepherd Way, Kia Kaha, Religious Education learning area)
- Promote digital citizenship throughout ICT and promoting safe use of technology (through our ICT Use Agreements and Cyber Safety Programme)

## Responding When Bullying Occurs

We recognise the importance of consistently responding to all incidents of bullying that have been 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 will be taken seriously and followed up as appropriate
- An appropriate adult will support the affected students by reassuring them that they have done the right thing in reporting the incident
- We will use the assessment matrix when appropriate to record a description of what happened and assess the level of severity  
<https://www.bullyingfree.nz/research-and-resources-a-z/bullying-assessment-matrix/AssessmentForm>
- We will involve parents and whānau as early as possible and as appropriate
- All more serious incidents will be escalated to senior leadership and the board of trustees where appropriate and we may seek advice and involvement from outside agencies
- We will provide appropriate support for targets, bystanders and initiators of bullying behaviour
- We will regularly monitor all incidents of bullying and identify patterns of behaviour.

## **Raising Awareness**

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, for example through parent evenings, assemblies, class-based activities, and displays.

Our interaction with our wider school community will include reports to the board of trustees, school newsletters, and information (including the procedure) on the school's website.

## **Evaluation and Review**

We will review this procedure annually to ensure that the school's bullying prevention practices are recognised and celebrated. This will include an annual meeting to monitor, review and modify our procedures. We will track and monitor all bullying related incidents and regularly report this information to the school community. We will regularly gather data from the school community through our Wellbeing Survey and report on the effectiveness of these procedures and Good Shepherd School community's commitment to bullying prevention and response.

### **Associated Procedures:**

[GSS Procedure: Behaviour Management The Good Shepherd Way](#)

[GSS Procedure: Concerns and Complaints](#)