



## **BULLYING PREVENTION AND RESPONSE POLICY FOR TE RĀ WALDORF SCHOOL AND TE RĀWHITI KINDERGARTEN, NURSERY AND PLAYGROUP**

"The healthy social life is found when, in the mirror of each human soul, the whole community finds its reflection, and when, in the community, the virtue of each one is living."

*Rudolf Steiner*

### **Policy Statement**

Te Rā Waldorf School and Te Rāwhiti Kindergarten, Nursery and Playgroup (referred to as "the school" and "the kindergarten" in this policy) are committed to creating a safe, healthy environment characterised by high standards of behaviour, in line with the Charter expectation and the requirements of NAG 5 ("provide a safe physical and emotional environment for students"). The school and kindergarten are committed to ensuring that all students and staff are able to learn and work in an environment free from harassment.

All forms of bullying (verbal, physical, emotional and electronic) are considered unacceptable as they can damage self-esteem and form barriers to effective teaching and learning. Therefore, all instances of bullying (alleged or observed) will be taken seriously and followed up in line with this policy.

### **Scope**

This policy and related procedures apply to all children and adults at the school and kindergarten and cover all types of bullying (see definition below).

This policy is to be read in conjunction with other related policies, procedures and legislation. These include but are not limited to: Health and Safety Policy, Complaints Procedure, Equal Opportunity Policy, Staff Individual Employment Agreements, Codes of Conduct, Education Act 1989, Employment Relations Act 2000, Official Information Act 1982 and Privacy Act 1993.

### **Definition**

Bullying is behaviour by an individual or a group, usually repeated over time, which intentionally hurts another individual or group, either physically or

emotionally. A power imbalance is often present in the relationships of those involved in bullying.<sup>1</sup> As such, bullying covers a range of behaviour which is unwelcome, unsolicited and non-reciprocal.

These can take many forms which include:

- Intimidation or bullying of individuals or groups verbally (name calling, taunting, mocking, making offensive comments)
- Physical bullying (hitting, kicking, taking belongings etc.)
- Making threats of harassment or discrimination against others on the basis of their race, religion or culture, their gender or sexual orientation, their appearance, health conditions or special educational needs
- Indirect harassment such as harmful gossip or spreading hurtful and untruthful rumours, exclusion or deliberate rudeness that is intended to harm, ridicule, diminish or marginalise others
- Inappropriate text messaging and electronic messaging
- Producing offensive graffiti or distributing offensive texts or pictures (including digital media and electronic communication)
- Sexual harassment (unwanted attention of a sexual nature)

### **Purposes**

- To create a safe learning, working and social environment at Te Rā Waldorf School and Te Rāwhiti Kindergarten, Nursery and Playgroup
- To foster a healthy community characterised by respect for each other, enabling relationships of tolerance and trust
- To enable the school, the kindergarten and their teachers to effectively address instances of bullying and anti-social behaviour

The Board of Trustees will regularly survey and self-review the school's approach and develop action plans based on gaps and issues identified as part of this self-review.

*This policy meets the aims of National Administration Guideline 5.*

### **Policy Dates**

Ratified by Board: Sylvia Madden Signed for BoT

2 July 2015 Date

To be reviewed:

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<sup>1</sup> This definition is informed by the definition used in: Ministry of Education (2015), Bullying Prevention & Response – a Guide for Schools (page 11).