



KAVANAGH COLLEGE BOARD OF TRUSTEES

POLICY: BULLYING PREVENTION AND RESPONSE

Purpose

To provide the College community with a positive environment where students and staff are safe from the impact of emotional and physical harm.

Policy Objectives

To provide a respectful, safe and inclusive environment, for all students and staff. We will achieve this by enacting the Gospel values of compassion, commitment and community to enhance the wellbeing and achievement of all students and staff.

All members of the College should understand the definition of bullying behaviours, the prevention strategies undertaken by the College, and the actions that can be taken when bullying does occur.

Delegations

This policy applies to all involved in the College community, including members of the Board of Kavanagh College, senior leadership, teachers, staff, students, parents and whānau.

All reported incidents of bullying will be investigated by the relevant Dean or delegated staff person.

More serious incidents will be escalated to Senior Leadership Team who will work alongside the Dean to investigate and act on information.

The Principal will be informed of more serious incidents, defined by the Ministry of Education.

For serious incidents, outside agencies will be involved where appropriate.

Expectations and Limitations

Bullying behaviour is not an individual action. The College community understands that bullying:

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

Such behaviours can be physical, verbal, social and can take place in the physical or virtual world.

Bullying behaviours can involve up to three parties; initiators (those doing the bullying), targets (those being bullied), and often bystanders (those who witness the bullying). It is Kavanagh College policy to have a range of prevention strategies in place and operating fully across the College, and to have a consistent and comprehensive response to all reported incidences of bullying behaviours.

Monitoring and Compliance

Reported incidents of bullying will be monitored by the College to identify patterns of behaviour and trends.

Educational and prevention strategies will be determined and implemented by the Principal and senior leadership of the College.

The College will gather incident reporting data regularly and this will be analysed to monitor the effectiveness of prevention strategies and incident responses.

Incident data will be reported to the Board via the Principal's report as appropriate.

Ratified by Board:

Signed for Board

Date: 3 November 2021

Responsibility: Board of Kavanagh College

Reviewed: November 2021

Next review date: November 2022

Policy: NAG 5 Bullying prevention and response



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Related Documents

Refer also to the College's:

- Health and Safety Policy
- Digital use agreement
- Incident guide reference guide
- College digital citizenship resources
- MOE bullying prevention and response: a guide for schools 2015
<https://www.education.govt.nz/assets/Documents/School/Bullying-prevention/MOEBullyingGuide2015Web.pdf>