



WHANGAPARĀOA COLLEGE

Together Believe Achieve Ngātahi Whakapono Tutuki

Whangaparāoa College

Policy on

Bullying and Other Harmful Behaviours

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A. Overview

1. Whangaparāoa College will ensure our teaching & learning environments remain safe and inclusive, free from harmful behaviours. This includes, but is not limited to, racism, stigma, bullying, harassment, discrimination and harmful sexual behaviours.
2. All of us, including staff, learners and even non-learners (e.g. parents and whānau), are expected to treat each other with respect and keep our school free from harmful behaviours.
3. Anyone who acts otherwise may be subject to advisement, correction, behaviour management or disciplinary action.
4. In the case of non-learners, our senior learning team may seek whatever measures feasible, and which they deem appropriate, to limit or potentially prohibit (e.g. serving a trespass notice), non-learners deemed to exhibit harmful behaviour(s) and who pose a threat to our learners or staff, from entering the school grounds.
5. The senior learning team has jurisdiction over all alleged acts of harmful behaviour at our school or impacting our teaching and learning environments. This includes:
 - a. Any act that causes physical or emotional harm on our learners, staff or other members of our school community (e.g. contractors working onsite, parents and whānau), degrades our teaching and learning environment, or brings the College into disrepute.
 - b. Incidents taking place within school hours, via digital communications, and, at our senior learning team's discretion, outside school hours.
6. Both staff and learners have a responsibility to recognise harmful behaviours, and to take action when they are aware of it happening.

B. Communication

1. The College will communicate to learners, staff, parents, whānau and the broader community of Whangaparāoa:
 - a. That we do not tolerate racism, stigma, bullying, harassment, discrimination and harmful sexual behaviours or any other behaviour deemed harmful.

b. Guidance on what to do if anyone experiences or becomes aware of any of these behaviours.

c. Our expectations for good behaviour and our culture of respect and kindness. This includes our expectation that all of us share a responsibility for ensuring our teaching & learning environments remain safe and inclusive, free from harmful behaviours.

2. The senior learning team will engage learners, whānau and staff to learn of their experiences dealing with harmful behaviours, in order to capture their expectations, develop strategies for making improvements and take steps to eliminate harmful behaviours. They will use this information to establish a baseline assessment, from which to measure the impact of strategies for improvement, and other steps the school takes to eliminate harmful behaviours.

C. Education

1. The College will provide all staff Professional Learning & Development (PLD) to help them identify and minimise harmful behaviours, and to otherwise promote a kind and respectful environment.

2. The College will provide to all learners, pastoral curriculum to help them identify and minimise harmful behaviours, and to otherwise promote a kind and respectful environment.

D. Reporting

1. Alleged acts of harmful behaviours will be recorded into the school management system.

2. The senior learning team will periodically present this data to the Board in order to assess trends and our strategies to combat and eliminate these behaviours.

E. Response

1. The College will maintain processes to promptly address and resolve any complaints or concerns of harmful behaviours, and ensure these processes allow for dealing with protective disclosure.

2. The senior learning team will investigate all complaints and reported incidents in accordance with the behaviour management and disciplinary provisions of our Learner Management and Staff Expectations policies.

3. The Principal or, if appropriate, the Board of Trustees' Personnel Subcommittee, will be made aware of and may, at their discretion, play an active role in the remedy of any reported incident in which the behaviour of a member of staff is inconsistent with the expectations set by this Policy.

4. The College will provide support to victims, witnesses and even perpetrators of racism, stigma, bullying, harassment, discrimination and harmful sexual behaviours. This includes, but is not limited to first aid, restorative conversations, education or counselling.

F. Bullying

1. Bullying is a form of harassment, and usually refers to intimidatory behaviour between school students, but may involve other members of the school community.

2. Bullying includes cyberbullying.
3. Bullying is deliberate, harmful behaviour that is repeated, or continues over a period of time. It usually involves a power imbalance that makes it difficult for those being bullied (victims) to defend themselves.
4. Those impacted by bullying include the victim(s), the perpetrator(s) and, sometimes, the bystanders or witnesses.
5. To combat bullying, the College:
 - a. Provides clear and visible instructions through the pastoral care team to learners, staff or anyone visiting our campus on what to do if they see bullying.
 - b. Ensures a whole-school focus on an inclusive, supportive environment.
 - c. Promotes good digital citizenship.
 - d. Maintains a Bullying Prevention and Response Action Group (BPRAG).

BPRAG will include a cross-section of learners and staff. It will meet once a term to discuss bullying and identify areas for improvement. To inform this discussion BPRAG is expected to engage learners, which may include using surveys, focus groups and an review of anonymised incidents. BPRAG is expected to report updates and recommendations to the Board once a term.

- e. Maintains pathways for vulnerable learners to form peer relations. Examples include a Peer Support Programme and ad hoc mentorship arrangements pairing senior and junior learners.
- f. Supports parents and whānau. Our senior learning team uses discretion in how and to what extent support may be extended. Notwithstanding, examples may include information evenings, and providing ideas and encouragement that will reduce the likelihood of their children becoming bullies / victims.

G. Harmful Sexual Behaviours

1. Whangaparāoa College promotes the healthy development of learners and takes action to protect them from harm. This includes teaching about sexual, emotional, and physical development through the health curriculum, and teaching about appropriate and inappropriate sexual behaviours.
2. If the College identifies harmful or concerning sexual behaviour, e.g. where the actions of learners appear to pose a threat to the welfare of themselves or others, it will intervene to protect and support those involved.
3. If there is any indication that those involved have been exposed to pornography, unsafe situations, or abuse, the College will enact its Child Protection Action Plan.
4. Depending on the seriousness of the behaviour, the incident may invoke the disciplinary provisions of our Learner Management Policy and those involved may be referred to specialised outside support, Oranga Tamariki and/or the Police.
5. For the avoidance of doubt, sexual harassment or the unwanted imposition of sexual behaviour, including, but not limited to, the presentation or sharing of unsolicited sexual images and

pornography, is gross misconduct, and will invoke the disciplinary provisions of our Learner Management Policy.

H. Racism, harassment and discrimination

1. Racism is the use of language, visual material, or physical behaviour that expresses hostility against, or brings into contempt or ridicule, any other person on the basis of their colour, race, ethnic, or national origin. Examples include shunning a person because of their race, racist jokes, verbal abuse, hate speech, unwanted nicknames, use of offensive badges or insignia, or other behaviour suggesting someone's race is inferior.
2. Harassment is any behaviour that is unwelcome, intimidating, intrusive, or offensive and may be based on a person's ethnicity or race, gender, sexuality, religion and beliefs, disability, age, etc.
3. Discrimination is the unjust or prejudicial treatment of people based on a personal characteristic, such as colour, race, ethnic, or national origin, age, sex, or disability.
4. To combat racism, harassment and discrimination, the College:
 - a. Promotes and upholds Te Tiriti o Waitangi.
 - b. Undertakes PLD for all staff to acknowledge our personal biases and seek to understand people with different experiences, and otherwise offers PLD opportunities that focus on culturally relevant teaching, diversity, multiculturalism and cultural competence including the [tātaiako](#) and [tapasa](#) frameworks.
 - c. Encourages teachers to create culturally relevant learning opportunities that acknowledge race and ethnicity, and expose learners to a variety of people and environments.
 - d. Expects all kaiārahi, and welcomes other staff, to utilise resources available from within and outside the school, such as those from the [Unteach Racism](#) website, and feel empowered to have safe and productive conversations about racism, in order to achieve a greater understanding of racism and realise positive changes in the behaviour and practice of our teaching and learning.
 - e. Actively engages the community in various ways that demonstrate the experiences of our families and whānau are just as valuable as the stories from the curriculum. For example, the College will regularly invite members of our diverse community to visit our classrooms and learning environments to speak to their culture and experiences in ways relevant to a particular topic.
 - f. Periodically reviews disciplinary data to analyse trends, uncover disproportionality in the data, and take action to ensure racial bias plays no part in how learners are disciplined or across disciplinary practices, in general.
 - g. Operates as an Equal Opportunity Employer, ensuring that all employees and applicants for employment are treated according to their skills, qualifications, abilities, and aptitudes, without bias or discrimination.

I. Stigma

1. Stigma occurs when someone or group experiences disapproval or discrimination based on a distinguishing characteristic such as a mental illness, health condition, or disability. Social stigmas also relate to gender, sexuality, race, religion, and culture.
2. To combat stigma, the College:
 - a. Promotes and upholds an inclusive culture where all individuals, including those who identify as LGBTQIA+, those who are disabled or neurodiverse, or those who are from diverse ethnic communities, feel they belong.
 - b. Periodically reviews disciplinary data to analyse trends, uncover disproportionality in the data, and take action to ensure stigma, especially as it relates to those with mental illness and those who are neurodiverse, plays no part in how learners are disciplined or across disciplinary practices, in general.
 - c. Promotes mental health awareness across the school community.

J. The College maintains other policies related to harmful behaviours. These include policies on:

1. Health, Safety & Inclusivity
2. Child Protection
3. Protective Disclosures
4. Learner Management
5. Staff Expectations
6. Concerns & Complaints

K. Policy Review

1. We will review and revise this policy as required and within 2 years of its publication.