



PROCEDURE : BULLYING

Guidelines

The Ministry of Education publication 'Bullying Prevention and Response: A guide for schools' (2015) will be used as the basis for all issues relating to bullying

1. A variety of approaches to address bullying will be used. An emphasis on holistic approaches such as restorative justice will be sought in the first instance but stand downs or suspensions may be considered as a last resort.
2. We recognise that whilst the restorative rather than the punitive approach results in a more effective and enduring solution, it can be a lengthy process. In cases where the safety of students is a concern, there will be an immediate response. Parents/caregivers of victims and offenders will be informed as appropriate. Elim Christian College will raise and maintain awareness regarding all forms of bullying (including racism, LGBTIQ harassment, sexual harassment, special needs abuse and cyber bullying) and outline the use of appropriate responses by providing information and support using the following:
 - Staff manual
 - Peer support
 - Assemblies
 - Staff meetings
 - Tutor class/devotions
 - Class instruction specifically through the school Christian Living programme and Proactive student support initiatives through guest speakers
 - Newsletters
 - Staff Training
 - Recommended online resources. Eg www.netsafe.org.nz and www.nobully.org.nz
3. An environment conducive to students "telling" appropriate people will be encouraged by educating students, parents and staff.

4. Staff will respond to all incidents of bullying and will inform Senior Management, Whanau Leaders and Deans in the first instance bearing in mind specific procedures for abuse and sexual harassment.
5. Students who are victims will be offered ongoing support from the school guidance network which may include as appropriate, school counsellors, whanau leaders, tutor teachers, church pastors or referral to outside agencies.
6. Part of ensuring a safe environment will be adequate duty supervision before and after school, interval and lunchtime.

For you created me in my inmost being; you knit me together in my mother's womb. I praise you because I am fearfully and wonderfully made; your works are wonderful, I know that full well. Psalm 119:13-14 NIV