



# KAIPARA COLLEGE RESPECT POLICY

## PURPOSE

- 1.1 To ensure that the school is free from any bullying.
- 1.2 Any unwanted interaction between individuals may constitute bullying. It can include behavior such as harassment, teasing, name-calling, threats, the spreading of rumours, abusive remarks and physical acts.
- 1.3 The board of trustees regards bullying as a serious offence.
- 1.4 The board requires that all members of the college community be informed of the nature and implications of bullying and will act to reduce the risk of its occurrence.
- 1.5 The college values equity and diversity. There is no room for bullying because of one's race, gender, sexuality, special education needs or age.
- 1.6 The procedure must be consistent with the Human Rights Act, 1994.

## GUIDELINES

### **AWARENESS-RAISING**

- 2.1 The school will ensure that all students understand the nature of bullying by regular explanations in assembly and other school forums.
- 2.2 Bullying is a zero tolerance matter and is identified as such on the Kaipara code poster.
- 2.3 Contact people will be clearly identified on the Kaipara code poster in each classroom.

### **ENQUIRIES AND COMPLAINTS OF HARASSMENT AND BULLYING**

- 2.4 Any rumour of bullying will be investigated quickly and discreetly.
- 2.5 Any complaint of bullying will be investigated quickly, discreetly and fairly.
- 2.6 Steps involving reconciliation, peer support, group discussions, restorative justice, counselling and support for the victim will be considered and used in the appropriate circumstances.
- 2.7 Parents or caregivers of the victim will be informed when appropriate and the steps being taken by the school will be discussed.
- 2.8 Parents or caregivers of students involved in bullying may be involved as appropriate in discussions of the steps being taken to correct the problem.
- 2.9 Stand down and suspension will be considered by the board in all cases of serious or repeat instances of bullying.
- 2.10 A flow chart to be used as a guide when dealing with bullying or harassment will be kept up to date.

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