

### **RATIONALE**

Every member of the Bethlehem College community has a right to feel welcome, safe, secure, and valued. The Bible and evangelical Christian traditions teach a life of servanthood, respect and love for each other. There is no place for dominant and bullying behaviour. Government regulations and the law specifically direct schools to “provide a safe physical and emotional environment.”

All members of the school community will struggle to develop grow and thrive in an environment where bullying behaviour exists in any way, shape or form. The Board of Trustees recognise it is the responsibility of all, but particularly management and teachers, to foster and develop a safe, positive physical and emotional school environment that creates a climate of trust. Students, staff, parents and whānau share the responsibility for making Bethlehem College a safe and respectful environment. There will be zero tolerance to bullying.

### **POLICY STATEMENT**

In compliance with the Health and Safety at Work Act 2015, bullying behaviour in any form will not be tolerated at Bethlehem College.

### **BIBLICAL PRINCIPLES**

Jesus makes it very clear in Mark 12:28-31 that loving each other comes second only to loving God. Bullying and dominant behaviour is the antithesis of God’s instruction and example to us. Bethlehem College is a community of care, “manaakitanga”, in which children are to be loved and nurtured.

### **GUIDELINES**

The Principal shall:

1. Establish a culture in the school where bullying will not be tolerated.
2. Take steps to investigate and respond to all forms of bullying behaviour.
3. Ensure that all staff are familiar with all anti-bullying procedures and apply them consistently.
4. Make all efforts to educate and rehabilitate those who behave in bullying ways.

### **DEFINITION OF BULLYING**

Bullying is when a person or a group target and intentionally / repeatedly use their power to intimidate, hurt, oppress or damage any individual or group of individuals.

Bullying behaviour can be physical, verbal, or social, and can take place in the physical world or digitally (happening online through social networks or through mobile phones or devices)

Bullying is not an individual action. It involves up to three parties; initiators (those doing the bullying), targets (those being bullied) and often bystanders (those who witness the bullying).