



WESLEY COLLEGE TRUST BOARD ANTI-BULLYING POLICY

RATIONALE

Wesley College wishes to promote the values of Kairangi - respect, family, excellence, and responsibility. The college fosters a safe and inclusive environment for staff and students.

PURPOSE

The purpose of this policy is to reduce the chances of bullying occurring at Wesley College by

- Promoting the above values through Chapel messages, academic mentoring meetings and house meetings, hostel meetings and the modelling of positive relationships by adults
- Raising adult and student awareness of the signs or symptoms of bullying
- Providing low risk channels for boarders, parents/guardians and members of the community to report bullying
- Ensuring that any complaint of bullying is investigated, that there is an appropriate outcome as a result of the investigation and communication with the parents/guardians, deans, academic mentor and all parties as appropriate
- Ensuring that duty rosters provide regular adult visibility in isolated places
- Regularly monitoring the surveillance cameras

DEFINITION

Bullying is defined as any unwelcome and/or uninvited behaviour that leads to a student or staff member feeling unsafe, emotionally, or physically harmed.

GUIDELINES

1. All complaints to be taken seriously.
2. The details of all complaints are to be recorded.
3. There will be a timely investigation into any complaint.
4. The outcomes of this investigation will be recorded.
5. High-risk boarders will be identified, and plans put in place to protect them from bullying.
6. Those exhibiting bullying-type behaviour will be identified and plans put into place to monitor their actions and to improve their attitudes and behaviour.
7. Training will be provided for boarding and teaching staff to raise their awareness of the signs of bullying and of proactive responses that will lead to minimising occurrences.
8. The college will appoint a designated person(s) to assist students or staff member who are being harassed/bullied. There will be regular promotion to the students and staff as to how to access this designated person(s) and to seek help.

This policy was adopted by the Wesley College Hostel Council on 3 June 2021

This policy will be reviewed annually.

Signed:

Colin Telford

CHAIRPERSON

3 June 2021