

## ANTI BULLYING POLICY

### OUR WHY (RATIONALE)

The Wesley College board is committed to creating a safe physical and emotional environment for all students and takes all reasonable steps to eliminate bullying within our school community.

The Wesley College board delegates the responsibility to the principal for implementing and monitoring of this policy. However, the all staff at Wesley College are trained and upskilled in recognising and addressing bullying. Although bullying can be subtle and hard to recognise, all members of the school community have a responsibility to take action against bullying; being a bystander is not acceptable. The collective definition for bullying at Wesley College is bullying is deliberate and harmful behaviour that is repeated, or continues over a period of time and it may include:

- verbal bullying (e.g. name-calling, teasing, mocking, threatening)
- physical bullying (e.g. hitting, kicking, stalking, taking belongings)
- Cyber bullying
- social bullying (e.g. social exclusion, spreading rumours, damaging relationships)
- discrimination based on ethnicity or race, gender, sex and variations of sex characteristics, sexuality, religion and beliefs, health status, disability, age, etc.

Bullying can occur at school, outside school, and/or online.

### OUR HOW (IMPLEMENTING ACTIONS)

- Wesley College staff are trained to recognise bullying within and outside the classroom and intervene appropriately.
- Students are given a range of tools to empower them to take action if they are being bullied or witness bullying. This includes talking to a trusted member of staff, a parent/caregiver or making a wellbeing report via the anonymous STYMIE app ([www.stymie.co.nz](http://www.stymie.co.nz))
- Parents/Caregivers, whānau, and any others who are concerned about bullying should discuss their concerns with a teacher, hostel parent or the SLT. Concerned parents/caregivers and whānau should not approach other students or parents.

Wesley College deals with incidents of student bullying through our school **behavior and discipline policies and procedures**. Any notifications made via STYMIE are investigated using the flow diagram below.

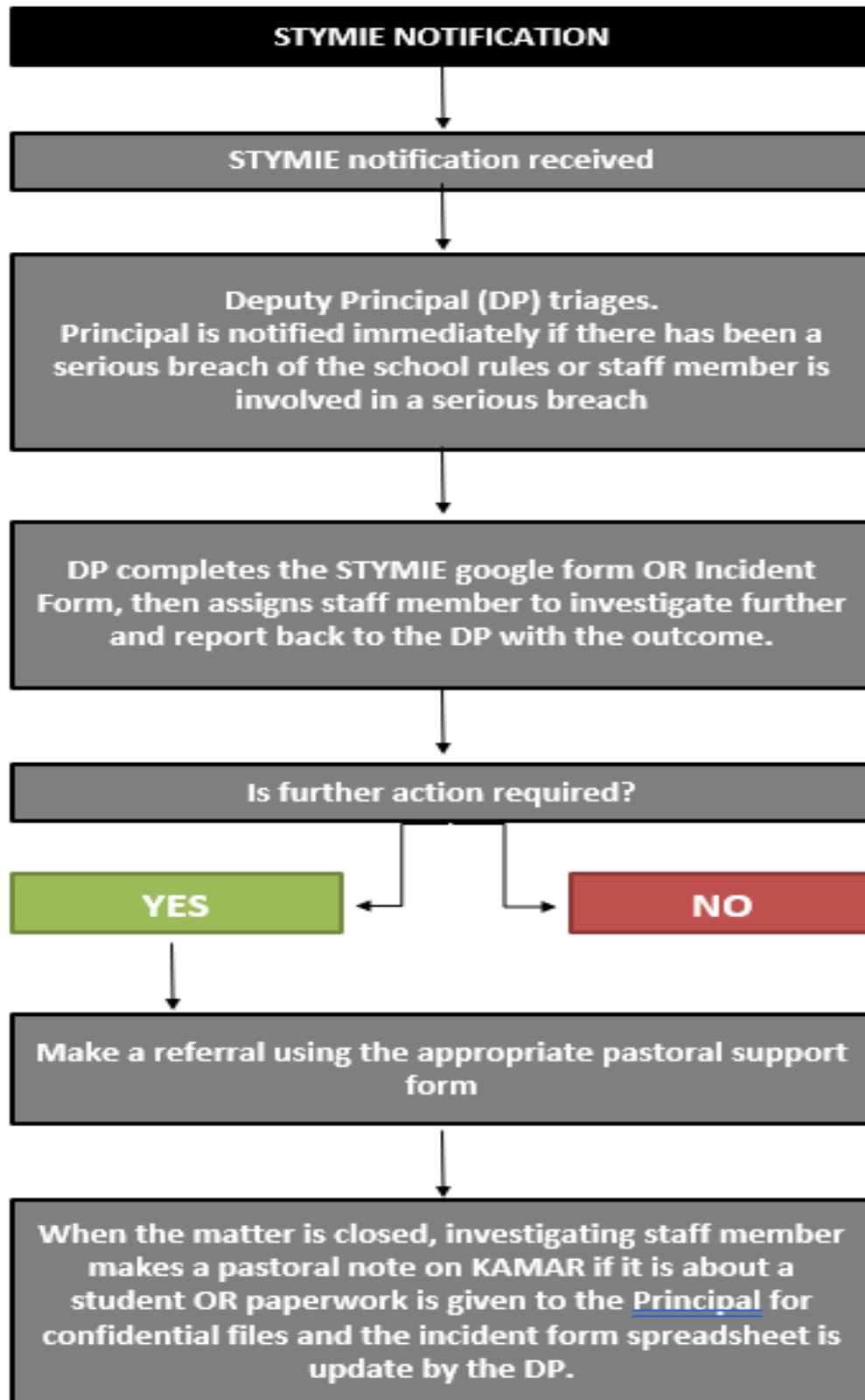
If a member of staff or a parent/caregiver experiences or is involved in school-related bullying, we follow the school **complaints** procedures, as appropriate.

In some extreme cases of bullying, the police may need to be involved.

To help prevent bullying at Wesley College, we work to:

- create a **safe** and **inclusive** school environment
- **recognise diversity** and avoid cultural bias
- eliminate racism, discrimination, and stigma
- promote safe and responsible **digital technology** use.

## Stymie Procedure



### Relevant legislation

- Education and Training Act 2020
- Health and Safety at Work Act 2015
- Human Rights Act 1993
- New Zealand Bill of Rights Act 1990
- Children's Act 2014

### Relevant school documents:

- [EXPECTATIONS AND INFORMATION FOR STUDENTS AND WHAANAU - BOOKLET](#)
- [STUDENT CODE OF CONDUCT](#)
- [STUDENT DISCIPLINE POLICY](#)

The Wesley College School Board approved this policy August 2023.  
This policy will be reviewed on / before the August meeting 2026.

  
**PRESIDING MEMBER**

24 August 2023  
**DATE**