



WESLEY COLLEGE TRUST BOARD 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 in the hostel, outside hostel, and/or online.

OUR HOW (IMPLEMENTING ACTIONS)

- Wesley College staff are trained to recognise bullying within and outside the hostel 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)
- Parents/Caregivers, whānau, and any others who are concerned about bullying should discuss their concerns with a teacher, hostel staff 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 behaviour and discipline policies and procedures. Any notifications made via STYMIE are investigated using the flow diagram below.

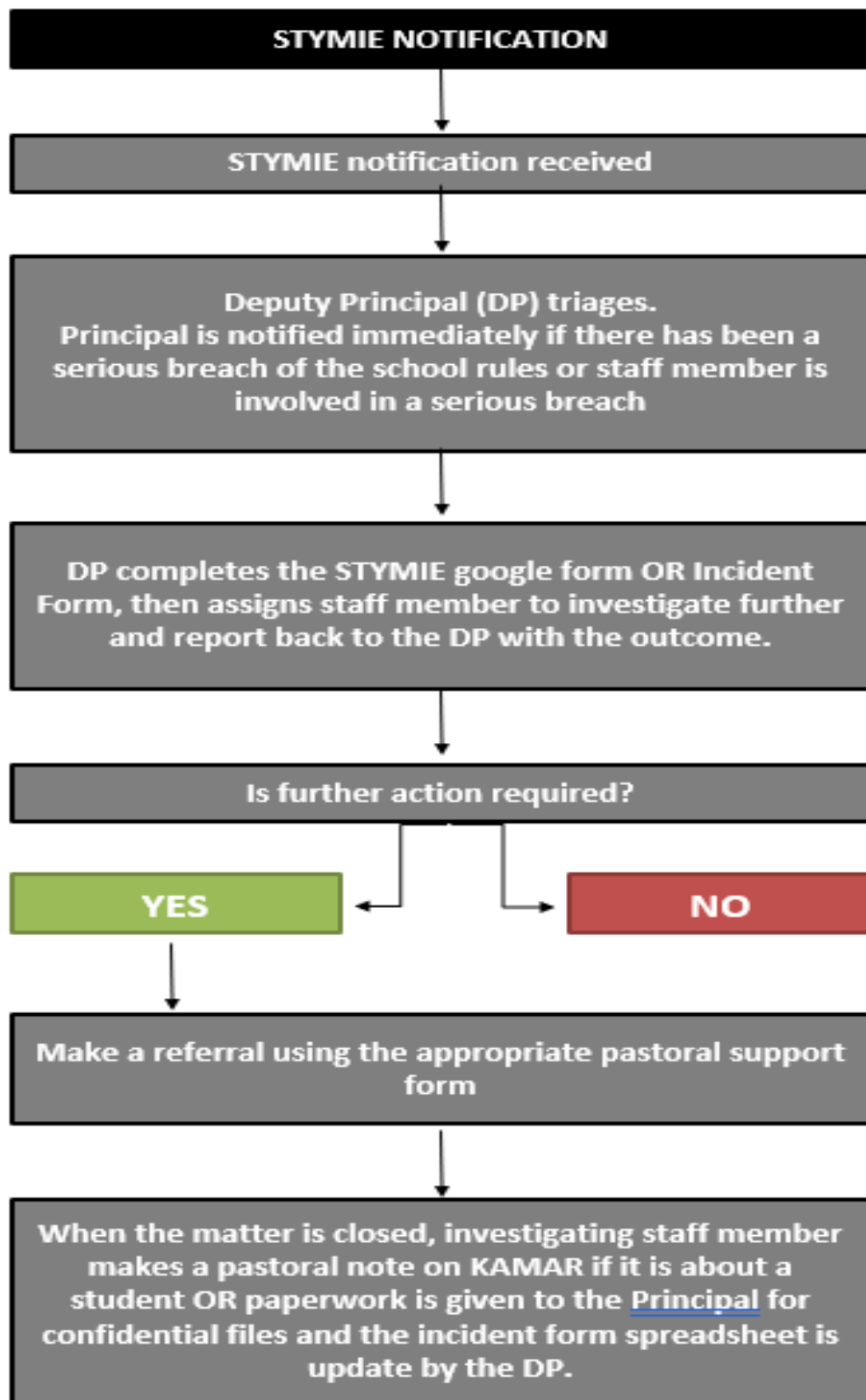
If a member of staff or a parent/caregiver experiences or is involved in hostel-related bullying, we follow the school complaints procedures, as appropriate.

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 Hostel Council approved this policy March 2024.
This policy will be reviewed on / before the March meeting 2027.

Jan Tasker

21 March 2024

Presiding Member

Date