

**CHRISTCHURCH RUDOLF STEINER SCHOOL**  
**College Principal Group**

**Management**

Policy            NAG 5:            **Health and safety**  
Procedure        1.2                **BULLYING – GENERAL**

**Rationale:**

Enhance and improve the tone of the school, by encouraging respect, courtesy and co-operation, by respecting differences of opinion, and by discouraging bad language.  
Reinforce the non-violence rule regularly in simple, consistent language.

The school encourages the reporting of incidents involving harassment, bullying and the use of violence so that they are brought to the attention of teaching staff and/or school management.

This raises awareness of the extent of the problem, and highlights the negative consequences of violence and/or bullying for all those involved. Without harassment, the school can become a happy and safe place to be, to work and to learn.

Where the physical or emotional safety of a child may be at risk, the school makes a commitment to intervene whenever violent behaviour is suspected or identified. Lack of action will be seen as condoning such behaviour, and will perpetuate it.

**Guidelines**

Harassment can be physical, verbal or emotional against others (students or teachers).

Teachers and students need to distinguish between overt and subtle levels of harassment: e.g. teasing, ostracising, play fight, fair fight, dirty fight, gross violence and between one-off, persistent and consistent violence.

Develop and follow procedures, which encourage the reporting of violence and which enable incidents involving bullying and intimidation to be investigated fairly and sensitively, and with regard to natural justice. (e.g. the right of a fair hearing, the right of representation, the right to be judged without bias).

The school undertakes to protect any person from the negative consequences of reporting such behaviours, and to provide follow-up support as appropriate.

In case of recurrent violent behaviour, develop a thorough process of graduated response, which is appropriate for the age and temperament of the child(ren) / adult.

Develop a range of strategies for resolution of violent conflict, intimidation or bullying, which are effective for victims, perpetrators and all those involved. At its discretion the school may involve other agencies/people in the managing of these behaviours (police, CYFS, counsellors).

Encourage teachers and parents to learn and develop skills of effective intervention, mediation and conflict resolution, which are consistent with the special character of the school.

Address any underlying problems (e.g. at home, nutritional).

Other relevant policies/procedures include:

*Sexual Harassment; Employment Policy; Child Abuse Reporting Procedures*

*Date approved: 30 July 2014*

*Responsibility for review: Management*

*Responsibility for administering this procedure: Management*

Signed:

Review: July 2018

