



Behaviour Management Policy

Ngāti Whātua Ōrākei Education Limited – Te Kura o Ngāti Whātua ki Tāmaki

1. Te Take me Hōkaitanga/Purpose and Scope

- 1.1. Te Kura o Ngāti Whātua ki Tāmaki (Kura) is a kura established under the Charter School framework (“we”, “us” and “our”). The Sponsor of Te Kura o Ngāti Whātua ki Tāmaki is Ngāti Whātua Ōrākei Education Limited.
- 1.2. This policy sets out:
 - 1.2.1. How we ensure a safe physical and emotional environment for everyone at the kura.
 - 1.2.2. How serious behaviour matters are managed lawfully and in alignment with statutory regulations and requirements.
- 1.3. This policy applies to:
 - 1.3.1. Board, all ākonga, kaimahi, contractors, whānau and volunteers of the kura;
 - 1.3.2. All behaviour and conduct:
 - 1.3.2.1. In all locations during the hours that the kura is open for instruction
 - 1.3.2.2. Activities outside of hours that kura is open for instruction, including but not limited to; hui-a-whānau, parent/teacher forums, pōwhiri, extracurricular activities, external events, travel to and from kura, when an ākonga is in the kura uniform, overnight kura trips and wānanga.
 - 1.3.2.3. Communication (including digital) during and after the hours that the kura is open for instruction.

2. Whakamāramatanga – Whakamahinga/Interpretation and Application

- 2.1. The mātāpono of Te Kura o Ngāti Whātua ki Tāmaki are the values that guide the actions of the kura and its community, they ground the kura in tikanga Māori. This policy will be interpreted and applied in accordance with the mātāpono of Te Kura o Ngāti Whātua ki Tāmaki.

3. Behaviour Management Guidelines

- 3.1. We make a clear statement of acceptable and unacceptable behaviour known to all kaimahi, whānau, ākonga and any other person engaged by the kura.
- 3.2. We communicate to all members of the kura the responsibility to recognise bullying, harassment, and inappropriate behaviour, and how to take appropriate action when necessary.
- 3.3. Kaimahi and ākonga maintain positive learning environments and relationships within the kura community.

- 3.4. We consistently apply behaviour management strategies in all cases of unacceptable behaviour, and uphold the mana, dignity, and wellbeing of ākonga at all times.
- 3.5. Kaimahi manage challenging behaviour appropriately and use de-escalation techniques if ākonga behaviour poses a danger to themselves or others. Physical restraint may only be used in line with our *Reducing Ākonga Distress and the Use of Physical Restraint Procedure*.
- 3.6. We action our *Stand-down, Suspension, Exclusion, and Expulsion Procedure* in cases of extreme misconduct, continual disobedience, and/or behaviour risking serious harm.
- 3.7. We respect the privacy and emotional wellbeing of our ākonga and protect them from items that are likely to endanger safety, detrimentally affect the learning environment, or are harmful. To achieve this, we may need to request the surrender of items or conduct a search in line with our *Searches, Surrender, and Retention of Property Procedure*.
- 3.8. We work with whānau, kaimahi, and outside agencies if necessary, to plan individual programmes and strategies for ākonga with particular behavioural needs.

4. Prohibiting Corporal Punishment and Seclusion

- 4.1. We prohibit corporal punishment and seclusion. No kaimahi, contractor, volunteer, or any person acting on behalf of the kura may use force by way of correction or punishment towards any ākonga, or place any ākonga alone in a room, area, or space from which they cannot freely leave.

5. Reporting and responding to concerns

- 5.1. Concerns, complaints and disputes will be handled in line with our Complaints and Disputes Resolution Policy and Procedure.
- 5.2. If whānau have concerns about incidents between ākonga, kaimahi, or other whānau, they should contact our kura directly to voice their concerns through the appropriate channels. We do not encourage whānau to approach ākonga, their whānau, or other members of the kura community to privately discuss behaviour issues.
- 5.3. Serious incidents may be referred to appropriate external agencies.

6. Consequences and Restorative Responses

- 6.1. Responses to concerns, incidents and complaints include:
 - 6.1.1. Education and guidance;
 - 6.1.2. Restorative conversations and processes;
 - 6.1.3. Disciplinary procedures and outcomes consistent with kura policy and procedure.

7. Related Legislation and Authoritative Guidelines

- 7.1. All persons performing a function under this policy are required to comply with all applicable legislation (and any successor legislation) and authoritative guidance, including but not limited to:
 - Education and Training Act 2020
 - Privacy Act 2020

- Health and Safety at Work Act 2015
- New Zealand Bill of Rights Act 1990, and the Human Rights Act 1993

8. Ngā Herenga Kaupapa Here/Related Policies

- Child Protection & Safeguarding Policy and Procedure
- Digital Safety/Cyber Safety Policy
- Reducing Ākonga Distress and the Use of Physical Restraint Procedure
- Stand-down, Suspension, Exclusion, and Expulsion Procedure
- Surrender, Retention and Search Procedure
- Complaints and Dispute Resolution Policy & Procedure
- Health & Safety Policy

9. Policy Review

- 9.1. This policy is to be reviewed every three years, with any changes to be approved by the Board of Ngāti Whātua Ōrākei Education Limited. The date of next review is June 2029.

10. Version History

Version	Date	Amendments
1.0	3 July 2026	Draft New Policy

Approved by: Board of Ngāti Whātua Ōrākei Education Limited.
Approval date: 3 July 2026
Policy Owner: Toi Mātauranga & Whanaketanga Chief Knowledge and Growth Officer