



# HARASSMENT AND BULLYING POLICY

## RATIONALE

### Definition

Harassment and bullying is any spoken written or physical behaviour which is unwelcome and offensive – regardless of the offender’s intention.

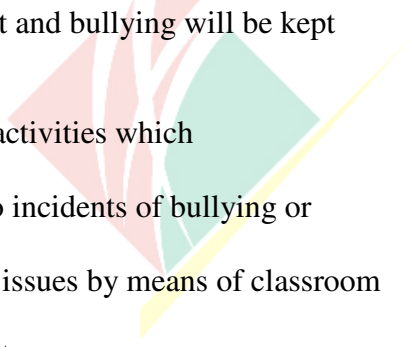
Everyone has the right to feel safe; offenders also have the right to be informed when their actions are regarded as offensive. Harassment and bullying can occur on the basis of race, religion, political affiliation, ethnic background, disability, ability, appearance or sex and can take place between students, students and staff or between staff. Harassment or bullying of any kind is a breach of our Welfare and Discipline Policy and against the principles set out in our School Charter.

### AIMS

1. To maintain a safe, secure College environment for all members.
2. To establish a commonly agreed understanding of what harassment and bullying is and to widely publicise that understanding.
3. To raise awareness of harassment and bullying – and the issues surrounding it – among students, staff and parents.
4. To encourage students, staff and parents to speak out when bullying and harassment occurs and to become responsible for its elimination.
5. To establish clear consistent procedures for dealing with and recording incidents of harassment and bullying.
6. To ensure that harassment and bullying and the issues surrounding it are an integral part of the curriculum.
7. To actively promote the valuing of differences within the College.

### GUIDELINES

1. Clear definitions and common understanding of the different kinds of bullying and harassment will be established in class activities and pastoral sessions.
2. A standard set of procedures will be followed when working through incidents of harassment or bullying. These procedures will be established by agreement between staff, students and parents and will be publicised throughout the College.

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3. A confidential register of reported incidents of harassment and bullying will be kept regardless of whether further action has been taken.
  4. Teachers will be supported by professional development activities which
    - a. Will assist them when students seek help in relation to incidents of bullying or harassment.
    - b. Provide ways of confronting bullying and harassment issues by means of classroom activities.
    - c. Assist them in becoming better role models for students.
    - d. Providing them with strategies to deal with bullying and harassment as soon as it occurs in the classroom, school grounds and buildings.
  5. Students will be supported to work together in creating a safe school environment by activities such as discussion at forums, peer support / mediation program, speaker program, cooperative learning and group work.
  6. Parents will be supported by parent teacher interviews, newsletters and other appropriate means:
    - a. To become more aware of signs of possible bullying and harassment in their children.
    - b. To discuss any suspected bullying with their children and with school staff.
  7. Evaluation of this policy by staff, students and parents will be on-going and by annual review.