



# ANTI BULLYING AND HARASSMENT

## **Rationale:**

Harassment and bullying in any form is unacceptable. As educators we have the responsibility to provide a teaching and learning environment free from harassment and bullying. This school will promote an environment in which all will have the right to be respected by others, the right to learn and teach, and a right to feel safe and secure in their school environment.

## **Purpose:**

- To provide a supportive environment which encourages positive relationships between staff, students and parents/guardians where bullying and harassment are not acceptable.
- To ensure all forms of bullying and harassment are recognised, reported, followed up appropriately and support provided to victims and perpetrators.
- To provide curriculum material which will develop appropriate social skills, positive relationships and resilience?
- To provide counselling for both the victim and perpetrator to reach a resolution.

## **Guidelines:**

### **Staff and students should:**

- Allow students to learn and teachers to teach in an environment free from disruption, discrimination and harassment.
- Accept responsibility for their behaviours and actions.
- Be cooperative and treat all members of the College community with respect and courtesy at all times.
- Promote a supportive and caring environment for all.
- Refuse to be involved in any bullying situation.
- Take preventative action and report actions of bullying.
- Help break the code of silence which often surrounds bullying by speaking out about incidents of bullying they experience or observe.

## **Implementation**

### **The college requires staff to reinforce the policy and in doing so will:**

- Promote a positive and caring environment for all.
- Model appropriate language and actions for all students at all times.
- Continually observe and be sensitive to signs of distress or suspected incidents of bullying.
- Encourage victims to speak out, take steps to help victims, and remove those responsible for distress to reduce the risk to the victim.
- Deal with all reported incidents of bullying.
- Discourage exclusion in all activities.

### **The college encourages parents/guardians to reinforce the school policy and in doing so will:**

- Actively promote a positive and caring environment for all.
- Model appropriate language and actions for all students at all times.
- Watch for signs of distress in children.
- Encourage children to discuss any incidents of bullying and reinforce the need to speak out and not keep the bullying a secret.
- Discuss issues and strategies with children to develop relationship skills and understanding.
- Inform the school if bullying is suspected.
- Discourage your child from retaliating to incidents of bullying.
- Be willing to actively participate at the school in interviews if your child is involved in a bullying incident.

## **Evaluation**

The policy will undergo cyclic minor and major evaluation.

Both minor and major evaluation will follow the evaluation procedures outlined in the College Evaluation Policy.