Anti Bullying and Harassment Policy

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| Related Department for Education policies, procedures, guidelines, standards, frameworks | DfE Bullying prevention tools and resources |
| Responsibility | School Leadership and Governing Council |

**Rationale**

At Ceduna Area School we are kind and relationship driven and committed to working together to create a learning community which is safe, inclusive, conducive to learning and free from harassment, bullying, racism, discrimination and violence. We understand that strong communication and positive relationships are the key to a thriving community. We will develop these relationships through living our values of communication, respect and relationships.

At times as in any organisation or team things happen that we may not all understand, agree with or be happy with. The following procedures are designed to assist in the resolution of student, parent and staff concerns in a calm and respectful manner with a clear focus on maintaining positive working relationships and what is best for our students.

**Our Aim is:**

* To understand what bullying is and to reinforce that it will not be tolerated
* To ensure that everyone within our School Community is able to recognise the signs of bullying and harassment and is able to, and will, use language to describe ‘what it is’ beyond the word ‘bullying’
* To develop a culture of keeping people safe, where everyone is confident of their responsibility to report any incidents to the appropriate person
* To reassure members of our School Community that all reported incidents will be followed up

**Definition of Bullying**

* Bullying is repeated verbal, physical, social or psychological behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons
* Cyber-bullying refers to bullying through information and communication technologies
* Bullying of any form or for any reason can have long-term effects on those involved including bystanders

**Definition of Harassment**

* Harassment is behaviour that targets an individual or group due to their identity or race, culture or ethnic origin, religion, physical characteristics, gender, sexual orientation, marital, parenting or economic status, age, ability or disability and that offends, humiliates, intimidates or creates a hostile environment
* Harassment may be an ongoing pattern of behaviour, or it may be a single act.

**Definition of Discrimination**

* Discrimination occurs when people are treated less favourably than others because of their race, culture or ethnic origin, religion, physical characteristics, gender, sexual orientation, marital parenting or economic status, age, ability or disability
* Discrimination is often ongoing and commonly involves exclusion or rejection.

**Definition of Violence**

* Violence is the intentional use of physical force or power, threatened or actual, against another person(s) that results in psychological harm, injury or in some cases death. Violence may involve provoked or unprovoked acts and can be a single incident, a random act or can occur over time.

**Definition of Racism**

* In general, racism is a belief that a particular race or ethnicity is inferior or superior to others. Racial discrimination involves any act where a person is treated unfavourably because of their race, nationality, colour, descent or ethnic origin.

**Examples of Bullying and Harassment**

**Bullying and harassment may involve:**

* Hitting, kicking, pinching (physical)
* Name-calling, teasing, threats (verbal)
* Notes, graffiti, text messages
* Sending filmed or photographed images, comments on social networking sites (visual/written)
* Stand-over tactics, gestures (psychological)
* Rumours, putdowns (social exclusion)
* Physical, verbal or nonverbal sexual conduct (sexual)

**Bullying and harassment:**

* May be done directly (eg face to face) or indirectly (eg via the internet or mobile phones)
* Involves the misuse of power and may be motivated by jealousy, distrust, fear, misunderstanding or lack of knowledge
* Has an element of threat
* Can continue over time
* Is often hidden from adults
* Will be sustained if adults or peers do not take action

**Responding to Bullying and Harassment**

**Consequences**

Leadership will manage incidents of bullying in a way that is consistent with the Departments School Discipline Policy.

Bullying and harassment that includes activities against the law will be reported to the Police. These include: producing or broadcasting child pornography, suicide materials, blackmail, racial vilification and unlawful operations of a computer, including e-crimes.

Police Officers have the power to confiscate a mobile phone or computer if an image held on the device may be used as evidence of a crime.