



Clarence Valley
ANGLICAN SCHOOL

Anti-Bullying and Harassment Policy

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Policy Last Review February 2020	Review Date and Frequency Every two years	Responsible for Review Principal
Recommended By School Executive	Approved By School Executive	Approval Date 24 February 2020

INTRODUCTION

Clarence Valley Anglican School (“the School”) is committed to providing a safe learning environment for all members of its community. All members of staff have the responsibility to report conduct that may be unlawful and/or bullying and harassment.

RATIONALE

The School has a responsibility to foster the physical, emotional, moral and educational health of students and staff within its care. The School does not tolerate bullying and harassment behaviours of any kind.

All students and staff should:

- Be treated fairly and with respect
- Be able to be themselves
- Feel safe and feel heard
- Feel able to learn
- Have fun and enjoy school
- Be proud of being part of the School community
- Be respectful and considerate to each other
- Accept and respect individual differences
- Act responsibly and sensibly; and respect the opinions of others
- Contribute positively to the learning environment
- Always try their best
- Respect the environment and values of the School

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.

There are three critical points in this definition:

Frequency: Bullying is not a random act; it is characterised by its repetitive nature. People who are bullied not only have to survive the humiliation of the attack itself but live in constant fear of its recurrence.

Intent to harm: Causing physical or emotional harm is usually a deliberate act. It puts the person being bullied into a position of being dominated by the person who bullies.

The intention of the bully is irrelevant, the important factor is the harm done to the other person. “It was only a joke” or “he doesn’t mind” are unacceptable excuses.

Power: People who bully may acquire power through various means: physical size and strength; status within a peer group and recruitment within the peer group so as to exclude others.

HARASSMENT

Harassment is a form of bullying which is the act of systematic and/or continued unwanted and annoying actions of one party or a group, including threats and demands.

There are many different ways that someone can be bullied and/or harassed:

Physical: Intimidation, invasion of space/privacy, fighting, any unwanted physical attention or touch, gesturing that may include body language/facial expressions, going through other people's bags, hiding property, damaging personal items and threatening behaviour.

Verbal: Rumours, threatening as an individual or a group, intimidation, name calling, putting people down, sarcasm, offensive language, threatening phone calls or sledges.

Sexual: Offensive jokes, obscene gestures, using rude names or commenting about someone's morals, unwanted invitations of a sexual nature, asking questions about someone's private life or making others do so, touching or brushing against someone in a sexual manner, these can be physical, cyber, written or verbal.

Discriminatory: Excluding someone because of their race, gender, disability or physical appearance, singling people out because of their appearance or their relationships and friendships with others.

Visual: Offensive notes, drawings, inappropriate use of photos, graffiti or offensive gestures.

Cyber: Using the internet, interactive and digital technologies or mobile phones (eg offensive emails, use of social media, messaging etc.) and other electronic means already known or to be developed in the future.

Emotional: Victimisation and/or instilling fear through exclusion, forcing others to hand over food, money or other possessions, forcing other students to do their work.

Behaviours that do not constitute bullying or harassment include:

- mutual arguments and disagreements (where there is no power imbalance)
- not liking someone or a single act of social rejection
- one-off acts of meanness or spite
- isolated incidents of aggression, intimidation or violence

However, these conflicts still need to be addressed and resolved (Queensland Government, 2015).

All students and staff of the School are educated about the Anti-Bullying and Harassment Policy and ensure that the message 'It's OK to report bullying' is promoted. The School aims to provide a timely intervention of all reported instances of bullying and/or harassment. The pastoral programs which include the promotion of positive peer interactions are supported by teacher observations of students in and out of the classroom, ongoing professional development of staff and counselling of students if required.

ADVICE FOR STUDENTS AND PARENTS

Bullying will continue if those responsible think they can escape detection and avoid consequences. Students are encouraged to promptly report to a member of staff at the School.

If an individual suspects that someone is being bullied, they are encouraged to inform the class teacher, tutor, Stage Co-ordinator, School Chaplain, Director of Student Wellbeing, Head of Campus or Principal.

REFERENCES

Queensland Government - Bullying Defined

<http://behaviour.education.qld.gov.au/bullying-and-violence/schools/Pages/bullying-defined.aspx>

RELATED DOCUMENTS

- *Anti-Bullying and Harassment Procedure*
- *Behaviour Support Policy*
- *Child Protection Policy*
- *Privacy Policy*
- *Procedural Fairness Policy*
- *Safe and Supportive Environment Policy*
- *School Community Code of Conduct Policy*
- *Student Code of Conduct Policy*
- *Work, Health and Safety Policy*
- *Staff Grievance and Disputes Policy*