



HARASSMENT, DISCRIMINATION AND BULLYING POLICY

Rationale:

Spotswood College is committed to its obligation to take measures to prevent all forms of harassment, discrimination and bullying amongst students and staff.

Purpose:

To create a school community where harassment, discrimination and bullying are recognised as unacceptable, and all students and staff can feel valued, secure and happy.

Harassment and Discrimination

The emotional and mental stress caused by harassment and discrimination based on perceptions of race, sex, disability, sexual orientation, gender identity, religion, or appearance can prejudice school achievement, lead to lateness or truancy, disengagement, risk taking behaviours, and in extreme cases ends in suicide.

Bullying

Bullying is a pattern of aggressive, intentional or deliberately hostile behaviour that occurs repeatedly and over time. Bullying behaviours normally fall into three categories, physical, emotional, and verbal, and may include, but are not limited to: intimidation; assault; extortion; oral or written threats; teasing; putdowns; name-calling; threatening looks gestures, or actions; rumours; false accusations; social isolation; cyber-bullying.

Guidelines:

Student Instruction/Awareness:

- Bullying behaviours are unacceptable. Ongoing instruction through the E TŪ framework.

Staff Awareness/Action:

- School personnel shall receive in-service professional development on:
 - **Restorative** anti-bullying policy to ensure a consistent approach is adopted on a school-wide basis.
 - Understanding the impact of homophobia on all people.

Student/Parent Action:

- The school system encourages students and parents who become aware of any act of harassment, discrimination or bullying to immediately report the incident(s) for follow up.

Guidelines:

- Establish **clear procedures** for reporting bullying in any of its forms (taught through E TŪ).
- Complaints shall follow the Complaints Policy
- Establish **a climate** in which students who are being bullied or believe another student is being bullied, can speak to an appropriately trained person in the knowledge that they will be listened to and receive a prompt, appropriate and sensitive response (evidence from school wide bullying survey).
- Ongoing access to **accurate, up to date information** pertaining to perceived sexual orientation or gender identity issues, recognising that some students will be parented by gay or lesbian couples, and that some staff may have different sexual orientation or gender identity (as part of the Health programme). See PPTA *Affirming diversity of sexualities and gender identities in the school community, 2012*.

Approval:

When the Board approved this Policy it agreed that no variations of this Policy or amendments to it could be made, except with the majority approval of the Board.

Approved by the Board of Trustees on 27 May, 2013.

Signed on behalf of, and with the authority of the Board

_____ on _____ (Date)

Board Chairperson

Due for Review: _____ (Date)

Reviewed Date: _____ Signed for B.O.T. _____