

Policy: **Anti-Harassment**

1. Rationale

Harassment is the deliberate, wilful attempt to hurt, threaten or frighten another person. The school's Anti-Harassment Policy ensures that such behaviour is minimised and a safe and positive learning environment created.

2. Aims

- 2.1 To enable all members of the school community to feel safe from all forms of harassment.
- 2.2 To assist all members of the school community to identify bullying behaviours in themselves and others.
- 2.3 To support all members of the school community to take action against bullying.
- 2.4 To acknowledge the worth of all members of the community and their right to work and learn in a positive environment.

3. Implementation

- 3.1 As part of the overall student welfare and discipline program, the Anti-Harassment Policy will also be a responsibility of the Assistant Principal in conjunction with the Principal and the Student Welfare Committee.
- 3.2 The Student Welfare and Discipline Policy and Procedures document and other documentation relevant to student welfare and discipline.
- 3.3 The aims of this policy are achieved by the daily work and professionalism of all school personnel - administrative, teaching and non-teaching, and support staff.
- 3.4 The Anti-Harassment Policy is supported by on-going parental involvement in the school programs, utilising the expertise of DEECD personnel, including educational psychologists, speech pathologists, Visiting Teacher Service, School Medical and Dental Services. Parents and students are also referred to outside agencies where further assistance is required. A number of parenting programs are also organised throughout the year to deal with topical issues.
- 3.5 Information on the extent and nature of harassment will be determined by the regular implementation of the "School Safety Survey". The Anti-Harassment Policy will be reviewed annually as part of the school's evaluation process. The student welfare and discipline resources in the Library will include material relevant to harassment and are available to both parents and staff.
- 3.6 Like the Student Welfare and Discipline, the Anti-Harassment Policy maximises learning outcomes by ensuring children are provided with a safe and positive learning environment.
- 3.7 Relevant materials will be stored in the Library.

4. Evaluation

Evaluation will be formally undertaken during the annual policy evaluation, during which the successes and concerns of the program will be addressed.