



POLICY FOR

Anti-bullying & Harassment	Document No.	
	Effective Date	
	Version Date	19/9/12
	Version No.	1
	Cancels Version	Draft 3

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Definition – Policy

An action is classed as bullying and or harassment as perceived by the receiver and how they are affected by the behaviour.

- Bullying is any act where power is used to hurt or scare another person. It may be deliberate and is repeated over time or as a result of carelessness / recklessness. Bullying may be a physical attack on a person or their property; it may be verbal teasing, insults; it may be in the form of text messages or on chat lines; it may be indirect such as spreading rumours. It may be an act of deliberately or covertly excluding people or acts of intimidation.
- Harassment occurs when someone treats you in a way that makes you feel embarrassed, uncomfortable, unsafe or upset because of your gender, race, intellect or appearance. Harassment includes bullying and can be defined as; intentional behaviour that is unwanted and unwelcome. It is usually but not always repeated and can be very subtle. However, in cases of sexual harassment, a single occurring offence will result in action being taken when it is reported.

2.0 Purpose

Everyone has the right to be treated with respect

Everyone has the right to be treated as a worthwhile person. It is the right of every student to be able to learn, and every teacher to be able to teach in an environment which is safe, secure and free from bullying and harassment. It is the responsibility of all those who are part of the school community to establish and maintain this safe and secure environment. Norwood Morialta High School is proud to have *Respect* as one of its core values and is committed to promoting healthy relationships and preventing bullying and victimisation of children and youth.

Bullying and harassment is recognised in state legislation and is against the law!

2.0 Version Control

Version Date	Version Number	Reference sections	Description of the change
6/9/12	Draft 2	All	Minor additions & adjustments
18/9/12	Draft 3	All	Minor adjustments
19/9/12	Final	All	

3.0 Scope and Responsibilities

What can students who are being bullied or harassed, or those who see it happening to others do about harassment?

- Tell the person to stop it and say you do not like it.
- Talk to a close friend or a trusted peer.
Talk to your parent/ caregiver.
Talk to a staff member. They will record the incident and may help you talk to the person.
- Lodge a formal complaint with a the Student Counsellor, Subschoo Head, Assistant Principal or the Head of Campus, who will follow up with the offender.
- If you are still being bullied or harassed, or are witnessing it happening to someone else, tell a staff member again. The offender will be further counselled and/or disciplinary action will take place and be recorded. A restorative meeting to address both sides of the issue may take place.
- If you watch, cheer, support or encourage a bully, you are being a bully yourself and consequences will apply.

Serious breaches of the Harassment Policy, eg. physical violence (and/or threat of), sexual harassment, will most likely result in immediate suspension.

Staff

What do you need to do when a student reports bullying or harassment?

- Take the student seriously and maintain rules of confidentiality and mandatory reporting.
- Assess the student's wellbeing and take appropriate action.
- Record the information. This is to be stored in EDSAS – Student Behaviour Management for the offender and Anecdotal Comments for the receiver.
- If the student wishes, and you are not the appropriate person to assist, report the matter to the appropriate staff member for action.

4.0 Policy

The community of Norwood Morialta High School, DECD, services and agencies will work together to maintain a learning environment that is safe, inclusive, conducive to quality learning and free from bullying and harassment.

5.0 Definitions

6.0 Attachments and References

<http://www.decd.sa.gov.au/speced2/pages/bullying/>

<http://www.decd.sa.gov.au/speced2/pages/bullying/saferschools/>

<http://www.deewr.gov.au/Schooling/NationalSafeSchools/Pages/NationalSafeSchoolsFramework.aspx>

7.0 Review

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