

# **ANTI-HARASSMENT and ANTI-BULLYING POLICY**

## **RATIONALE**

Braybrook College's student code of conduct emphasises that all members of the school community have a right to feel safe. Bullying may lead to school members feeling frightened, unsafe, embarrassed, angry or unfairly treated. This can affect people's work and their ability to concentrate. Relationships and self-esteem may deteriorate. Braybrook College prides itself on providing an environment where all individuals can feel safe and happy. Also, the College is protective of and responsive to any person who encounters harassment of any kind.

## **Bullying is often/usually repeated and may include:**

- Physical violence such as hitting, pushing, punching or spitting on others
- Interfering with another's property by stealing, hiding, damaging or destroying it
- Teasing, using put-downs, writing or saying offensive things about others either in person or through the use of information technology
- Making degrading comments about another's gender, culture, religious or social backgrounds or sexuality
- Hurtfully excluding others from a group
- Making suggestive comments or other forms of sexual harassment/assault
- Ridiculing another's appearance
- Forcing others to act against their will

## **OBJECTIVES**

### **To maintain an atmosphere of caring and concern in the school as demonstrated by:**

- Staff acting as appropriate role models
- Staff being alert and responsive to any episodes of bullying behaviour
- Students refusing to be involved in bullying situations
- Students reacting to bullying with non-violent preventative action
- Students having the confidence to seek support when confronted with bullying

## **GUIDELINES**

### **Preventative Actions**

- Supervision by teachers on yard duty, around the school and in classrooms is critical to preventative behaviour
- Student anti-harassment and anti-bullying programs are important foci for positive student behaviour
- A curriculum that values all contributions and that builds self-esteem is essential; in particular, programs like the peer support program, sport, camps, amongst many others encourage a sense of self-worth in many students

### **Intervention Actions**

- The Anti-Bullying/Harassment Contact Person in consultation with Year Level Coordinators/Sub-School Leaders will manage a program of support, counselling and sanctions
- Unacceptable behaviour will be dealt with promptly
- Offenders will be counselled and punished, as appropriate
- Victims will be offered counselling to develop strategies to enhance resilience
- Repeat offenders may need further intervention which may involve the Wellbeing Team, Assistant Principal or other support e.g. an 'Anger Management' program

### **Punishment**

All bullying incidents are in contravention of school rules and will be dealt with in accordance with the processes and procedures outlined in the school's codes of conduct.