

# WILLUNGA HIGH SCHOOL

## Anti-Bullying and Harassment Policy



### We believe ...

- we all have the right to be treated as worthwhile, important individuals
- this means being treated fairly and with respect
- we all have the right to come to school feeling happy, safe and comfortable
- people who harass are stopping others from getting as much out of school as they should. Those who are harassed find that it interferes with their learning. Sometimes they change school or feel that they can't join in
- school should be a happy and safe place for all those who attend.

### Kinds of harassment

Physical harassment may include:

- hitting, punching or pushing you
- kicking you
- spitting on you.

Verbal harassment may include:

- name calling or giving others a hard time because they may be good at work or find work difficult
- threats
- put downs
- teasing others because of the way they look or behave
- teasing others because of their beliefs
- spreading rumours and gossip.

Racial harassment may include:

- picking on others because of their background, culture and beliefs.

Sexual harassment may include:

- touching or brushing up against someone, often and deliberately, when they do not want this to happen
- repeatedly using names or making personal comments about others
- pestering someone to go out with you when they have said 'no'
- leaving rude comments, drawings or graffiti where others will see them.

It is unlawful for a student 16 years of age or over to sexually harass another student or staff member.

Electronic harassment may include:

- email / SMS / MMS
- sending inappropriate or offensive filmed or photographed images
- comments on social networking sites.

Please refer to the Digital Citizenship agreement.

### How do we know if our behaviour is upsetting someone?

Because we care, we can control what happens. Sometimes we can harass someone else without meaning to. If we are not sure about our behaviour we can:

- carefully watch how our behaviour affects others and decide whether they really like our behaviour or are just pretending to because they are embarrassed
- check our behaviour and language by asking if the person minds what we are doing
- stop behaving in that way
- apologise if we are in doubt
- always treat other people as equals
- talk about our behaviour with a friend.

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## What can we do about harassment?

When we are harassed we may feel humiliated, angry, embarrassed, frightened and uncomfortable. These feelings need to be dealt with.

### Step 1

- Ignore the problem if you can (for a short time – up to a week) or
- Tell the person who is harassing you to stop.
- If a person is harassing you make it clear to the person that you want them to stop. Practice saying 'don't do that please' or 'please stop'.

### Step 2

- Ask for help and advice from anyone you feel comfortable with – friends, parents, caregivers, wellbeing leaders, teachers, Christian Pastoral Support Worker or peer support leaders.
- If you talk to staff they will discuss possible strategies with you for dealing with the harassment. They will make notes about the incident. This is called an informal report.

### Step 3

- Make a formal report – harassment forms are available from student services.
- If you choose to take further action you can ask one of the following:
  - a teacher you feel comfortable with to help you sort it out at school level
  - year level coordinators
  - wellbeing leader
  - deputy / assistant principal (year level leaders)
  - principal. An appointment can be made using the referral form at student services.

### Step 4

After reporting.

If the problem **has been** solved then no further action taken ...

or offender spoken to and provided with counselling

or disciplinary action taken.

If the problem **has not been** solved then parents will be contacted ...

or Department for Education (DfE)

or advice sought from the Equal Opportunities Officer or DfE Legal

**and** the person who supported you will check with you to see how things are going and how you are feeling.

Remember, everyone has the right to be treated fairly and with respect. Everyone has the right to be at our school so that they can work and play and not be harassed.

## Conclusion

If we work together on this problem we will have a school which is safe, inclusive, conducive to learning and free from harassment and bullying.

Together we have the power to stop it!