



<b>Type:</b> Policy Support Document	<b>Name:</b> INFORMATION FOR STUDENTS Bullying and Harassment	<b>Policy No:</b> MAN-007B
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## INFORMATION FOR STUDENTS Bullying and Harassment

St Hilda's School will put into place procedures that will encourage staff and students to work together to maintain an environment where all staff, students and visitors can feel safe and free from bullying and harassment.

St Hilda's School considers bullying or harassment an unacceptable form of behaviour which will not be tolerated under any circumstances. The School has the responsibility to foster an educational environment where there are no barriers to learning and where all students and staff feel safe and valued. Students or staff who bully or harass others and do not respond to counselling, may be asked to leave the School.

### What is Bullying and Harassment?

Bullying and Harassment includes discrimination, sexual harassment or behaviours that are considered offensive, belittling or threatening by any person. It may be verbal, non-verbal, cyber or physical behaviour which repeatedly causes the person to feel offended, humiliated or intimidated and which will also create an intimidating, hostile or offensive environment.

### Examples of Bullying:

- Social:** Deliberately making someone feel left out, unwanted or alone; stand-over tactics; picking on others for their differences, or race, sex or religion.
- Verbal:** Spreading rumours; putting people down behind their backs; sending offensive e-mails; name calling; offensive language; slander; offensive notes or materials; setting up web pages which are intended to hurt or offend; graffiti; threatening to 'get' people.
- Physical:** Damage to others' possessions; fighting; pushing; offensive gestures or invasions of personal space.
- Cyber:** (or e-bullying) Is a reasonably recent type of bullying which involves the use of information and communication technologies such as email, (mobile) phone and text messages, instant messaging (SMS), chat rooms and video internet sites e.g. YouTube. It can be particularly harmful because it can happen anywhere and at any time. Thus young people who are the victims of cyber-bullying have no place where they feel safe. If the bullying is of a serious and threatening nature then obviously it becomes a legal issue and students and parents should seek advice by reporting the matter to the police.

There are many types of harassment. The behaviour becomes harassment when the individual has said that it is unwelcome or unwanted, and it does not stop immediately.

### Student Procedures:

- Even if not involved themselves, report all incidents of bullying and harassment to: Form Teacher (Junior School), Head of Year or Head of School (Junior, Middle, Senior or Boarding).
- Actively support students they know are being bullied or harassed.
- Refuse to become involved in bullying or harassment, including as a bystander.
- Sexual Harassment of a student will be treated under the *Student Protection in Anglican Schools – Policies and Procedures 2015*

If bullying or harassment is reported, the School needs to collect information about what has happened and take measures to stop the problem recurring.