



Type: School Policy	Name: Bullying and Harassment Policy	Policy No: SCH POL - 005
Implementation Date: 2010	Last Reviewed: 2020	Review Date: Biennial

Bullying and Harassment Policy

The policy is that behaviour involving bullying and harassment, in their many forms, has no sanctioned place at St Hilda's School.

The policy context is that:

- The School will support its culture and aspiration in the area of Anti-Bullying and Harassment with formal lessons (in subjects such as Religion, Character and Leadership Development, and Health), the modelling of the School's values through its culture and ongoing pastoral care.
- This policy relates to the victim/s of bullying and harassment and also the perpetrator/s. Options available to the School will include pastoral support and sanctions may be applied after due process has been conducted.
- This policy applies to students enrolled, parents of students where the matter relates to a school activity and staff in the direct employment of the school (paid or unpaid, full time, part time, casual, volunteers) and others (such as parents/carers, clergy, contractors and consultants associated with the School).
- Anglicanism forms the basis of the school's values and beliefs. The School, as a place of learning, will actively teach and model Christian love, respect for others and inclusion. All staff members, students and their families should feel socially comfortable and safe while part of this community.
- From time to time, an incident of bullying or harassment may occur. Where this is between students, a pastoral care team (that may variously include the Principal, Deputy Principal, Head of sub-School, Head of Year, the School Counsellor and teachers) will be assembled to support the parties involved. While the emphasis of this support will be educative, judgements will be made by the school as to the action needed to ensure that unacceptable behaviour does not recur. All reported occurrences of bullying and harassment, and their outcomes, will be documented.

St Hilda's School has in place procedures that will encourage the School community to work together to maintain a safe environment.

Related documents: Bullying and Harassment Information for Parents
 Bullying and Harassment Information for Students

Resource

The School will ensure that there are adequate resources (financial, skill and time) to ensure compliance with the legislative environment.

The School Council

The Council will ensure that it is focused on the development of key policies that will enable clear implementation of this policy. Resources will be available for the Principal to develop programmes. The Council ensures there are policies to support the needs of all students who are part of the school community.

The Principal

This policy will be implemented after approval of the Council. The Principal will be responsible for the leading of a respectful and inclusive culture, the ongoing professional development of staff and the dissemination of Anglican Church and government materials to meet the objectives of the policy. The Principal will report to the Council on the operations of the policy and the needs that may emerge from appropriate evaluation. The Principal will ensure programmes fall within budget guidelines.

Evaluation

A continual review will be conducted and reviewed for breaches of compliance and in line with current legislative requirements. Appropriate training, processes and practices will be developed or modified to meet the review conclusions.