

## **Anti – Harassment Policy**

**At Roseworthy Primary we believe that the school is a place where all students have the right to learn and develop in a supportive environment with people who are caring and co-operative.**

***Our aim is to establish a community in which everybody feels valued, respected and safe, and where individual differences are acknowledged, understood and accepted.***

***We believe everyone has a right to enjoy their time at school.***

### **Rights and Responsibilities**

**All students, staff and parents / caregivers have the right to:**

- be treated with courtesy, kindness and respect
- express feelings and opinions respectfully
- learn, play and work in an atmosphere of harmony and co-operation
- expect that there will be respect for the rights of all involved
- be valued as an individual

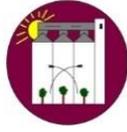
**All students, staff and parents / caregivers have the responsibility to:**

- treat others with courtesy, kindness and respect
- actively listen to others
- maintain a safe and secure school environment
- develop and take responsibilities for their own actions
- work with and value others, for their individual differences and similarities to achieve their personal best while allowing others to do the same
- not take part in harassment/bullying in any way - zero tolerance
- report incidents of harassment/bullying to a teacher
- understand the role of bystanders and the influence they can have on preventing incidents of harassment and/or bullying
- not share, forward or send text messages, photos or recordings of or about others via electronic devices or the internet without permission

**At Roseworthy Primary School Anti-Harassment and Anti-Bullying is everyone's responsibility.**

A person who is harassed or bullied does not have the problem alone because harassment and bullying adversely affects everyone in the community in one way or another. For example:

- The student who is harassed or bullied (and their family) can suffer emotional and physical distress.
- No one is safe while harassment or bullying is happening, because it creates a climate of intimidation and fear in which effective learning cannot take place.
- Students who are aware of harassment or bullying but do nothing about it often feel guilty and ashamed.
- Students who harass and bully and the bystanders can become:
  - de-sensitised to cruelty and injustice,
  - fail to develop social responsibility,
  - and in some cases, become involved at a later stage in workplace bullying and/or other forms of anti-social behaviour.
- The negative way in which the school is perceived in the community.



## **Anti – Harassment Policy**

### **Guidelines for students, staff members and parents/caregivers on what to do in Harassment or Bullying Situations**

#### **Guidelines to be followed within the school community:**

- Refer to the Roseworthy Anti-Harassment Policy for understanding and strategies – This will be displayed in all learning areas and available on the school’s webpage.
- All students are acknowledged and valued as individuals, regardless of identity, race, culture or ethnic origin, religion, physical characteristics, gender, sexual orientation/identity, age, ability or disability or family’s marital, parenting or economic status.
- Principal and staff have a responsibility to fairly, reasonably and consistently implement the Code of Conduct and Behaviour Management procedures.
- Students are engaged in learning about anti-harassment and anti-bullying so they recognise it. Students feel comfortable and confident in approaching teachers, knowing that all staff members are available to support them and help stop it from happening. Through learning students are aware that incidents must be reported to a staff member with whom they are comfortable.
- Through the Anti-Harassment Policy parents /caregivers are informed that if they believe that their child or another child is being bullied, they should contact the school, class teacher, principal, or a staff member with whom they feel comfortable.
- Through the Anti-Harassment Policy all staff members are informed of the procedures that must be followed if an incident of bullying is reported to them.
- All teachers have a responsibility to respond to, investigate, follow up and monitor incidents of harassment or bullying.
- Cyber incidents should also be reported to the social media site and [www.esafety.gov.au](http://www.esafety.gov.au), if necessary.

In summary, the Roseworthy Primary School community will continually endeavour to establish and maintain a culture that is cohesive, supportive and inclusive with a zero tolerance of harassment and bullying. The implementation of a range of anti-harassment programs provides students with strategies to develop positive social and working relationships and contributes to the creation of a caring school environment. Students, parents/caregivers and staff members are supported by the provision of a variety of anti-harassment and anti-bullying resources, programs, professionals and outside agencies.

#### **Through:**

- the commitment of staff as positive role models
- parent / caregiver opinion, feedback and support
- student identification of high risk areas and situations
- and the regular review of programs and policies

***Our students will continue to grow and learn in a safe environment.***

**Evaluation:** *This policy will be reviewed as part of the school’s review cycle.*

This policy was last ratified by Governing Council in.....

**Nov 2018**

**Review: Nov 2019**