



HARASSMENT

Rationale:

The Board of Trustees wishes to foster an environment within the School in which all members of the school community feel comfortable, safe and secure. Harassment will not be tolerated at St Hilda's Collegiate School. Harassment may include and not limited to:

- (a) Physical assault
- (b) Verbal threats and intimidation
- (c) Verbal assaults on students or staff members
- (d) Damage to property
- (e) Cyber threats and intimidation.

Purposes:

1. To ensure that all staff, students and parents are aware of harassment in its many forms.
2. To understand the wider implications and meaning of harassment.
3. To empower individuals with strategies to deal with harassment.
4. To create a climate of trust within the school that encourages individuals to feel comfortable about sharing concerns with an appropriate person.
5. To provide support and appropriate action should harassment occur.

Guidelines:

6. The Board recognises and supports the policies on harassment, recorded in the various staff collective employment agreements and the relevant sections of the Human Rights Act 1993.
7. The Board will ensure that guidelines are developed to promote:
 - (a) An awareness of harassment in its many forms.
 - (b) Self-esteem and the concept of caring for others.
 - (c) Strategies designed to recognise and successfully deal with harassment.
8. The Board will also ensure that programmes are provided to help students with specific needs in this area.
9. The Principal will develop in conjunction with the Board a support network, encompassing trust and confidentiality, of which students and staff are aware and to which both students and staff have access. Clear procedures for students and/or staff to follow if they wish to complain of harassment will be provided.
10. The Board will ensure that parents are made aware of the Board's policy and encouraged to support the procedures developed by the Principal pursuant to this policy.
11. The Board is committed to funding professional development in order to enhance staff awareness of harassment and their skills and knowledge in dealing with harassment.

Review:

1. This policy will be reviewed by the Board in accordance with its self review guidelines and timetable.

Other Relevant Policies:

Personnel, Student Safety (Emotional), Privacy, Complaints.

Policy Written February 2003 (Date)

Policy reviewed 26th April 2012 (Date)

Policy reviewed 25th November 2015 (Date)

Policy reviewed 7 June 2018 (Date)