### Whitsunday ANGLICAN SCHOOL

**POLICY TYPE:** SCHOOL POLICY (RELATIONSHIPS)  
**NAME OF POLICY:** BULLY AND HARASSMENT POLICY  
**POLICY NUMBER:** SCH POL - 005  
**IMPLEMENTATION DATE:** 2014  
**REVIEW DATE:** 2016

The policy is that behaviour involving bullying and harassment, in their many forms, has no sanctioned place at Whitsunday Anglican School. The School will maintain (with ongoing development) and vigilance of practice, professional behaviour that counters bullying and harassing behaviour.

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), 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 School Principal, Head of sub-Schools, the Chaplain, the School Nurse 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.

Whitsunday Anglican School has in place procedures that will encourage the School community to work together to maintain a safe environment.

Related documents:  
- Bullying and Harassment Leaflet for Parents  
- Bullying and Harassment Leaflet for Students

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

The Principal  
This policy will be implemented after approval of the Board. 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 Board on the operations of the policy and the needs that may emerge from appropriate evaluation. The Principal will ensure programmes fall within budget guidelines.

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

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.