

INTRODUCTION

Bullying and Harassment free places of learning and work support the best productivity possible and foster a culture of positive relationships.

At Horizon Christian School, we have an expectation of love and respect for others in a Bullying and Harassment free school culture.

Philippians 2:5 – ‘Your attitude should be the same as that of Christ Jesus’.

DEFINITION

What is Bullying?

Bullying is the deliberate intention to harm someone who does not have the power to stop it.

What is Harassment?

Harassment is **repeated** verbal and/or physical attacks on a person or group.

It is intended to hurt, frighten or embarrass.

It is usually deliberate, **but** it can also be just thoughtless or careless.

- Bullying, harassment or any form of discrimination, is immoral and can be unlawful because it interferes with the right of a person to feel safe and valued as a member of a community.
- Bullying and Harassment takes many forms. It can be:
 - Face-to-face such as fighting, pushing, taunting, insulting, embarrassing, intimidating and invading personal space, AND behind-the-back such as writing threatening or offensive messages, sending distressing emails and writing anonymous notes that are hurtful.
 - Done individually such as a person mocking or teasing someone, AND It can be done as a group by such means as social exclusion or hate group recruitment.
 - Physical, AND psychological.
 - Sexual harassment which involves behaviours such as unwanted sexual touching, inappropriate joking, exposure, making sexual advances or demeaning someone due to their gender, AND racial harassment which involves behaviours such as social exclusion, teasing, taunting and threats based on another person’s race.
 - The causing of hurt by traditional methods such as punching, kicking and spreading hurtful rumours, AND the causing of hurt by contemporary means such as cyber bullying, sexting, engaging in identity theft or by trashing someone on social networking sites.

POLICY

The scope of this policy includes all contact between staff, students and parents and sets a positive expectation to govern interactions between and within these identified groups.

Romans 12:9-21 clearly explains how we should treat one another.

ANTI-BULLYING AND HARRASSMENT POLICY

“Love must be sincere. Hate what is evil; cling to what is good. Be devoted to one another in love. Honour one another above yourselves. Never be lacking in zeal, but keep your spiritual fervour, serving the Lord. Be joyful in hope, patient in affliction, faithful in prayer. Share with the Lord’s people who are in need. Practice hospitality. Bless those who persecute you; bless and do not curse. Rejoice with those who rejoice; mourn with those who mourn. Live in harmony with one another. Do not be proud, but be willing to associate with people of low position. Do not be conceited. Do not repay anyone evil for evil. Be careful to do what is right in the eyes of everyone. If it is possible, as far as it depends on you, live at peace with everyone. Do not take revenge, my dear friends, but leave room for God’s wrath, for it is written: “It is mine to avenge; I will repay,” says the Lord. On the contrary: “If your enemy is hungry, feed him; if he is thirsty, give him something to drink. In doing this, you will heap burning coals on his head.” Do not be overcome by evil, but overcome evil with good.”

At Horizon Christian School, we have an expectation of **respect** for all others, whether they are students, staff, parents or visitors.

We expect every member of the school to give and receive respect.
In practise, this means we really value the three C’s:

- COURTESY to all
- CO-OPERATION with each other
- CONSIDERATION for those we meet.

When individuals are bullied or harassed our school community is damaged.

We must also understand that bullying or harassment makes others angry, humiliated, embarrassed or frightened, and encourages retaliation in equally hurtful ways.

For these reasons the school community says:

- There must be NO bullying
- There must be NO harassment
- Repeated unwelcome actions and words will not be allowed at our school.

CONSEQUENCES FOR BULLYING AND HARASSMENT

- All reports of Bullying and Harassment regarding staff, student or parents will be addressed by staff: class teacher, Home Group teacher, leader, executive staff or the Principal.
- Investigations of reports of Bullying and Harassment will include consultation with the victim and alleged perpetrators.

ANTI-BULLYING AND HARRASSMENT POLICY

- Some matters of Bullying and Harassment may be referred to SAPOL.
- There are consequences for bullying and harassing behaviours, which may include:
 - Warnings/ Counselling/ Education
 - Monitoring
 - Detention
 - Suspension
 - Withdrawal
 - Exclusion
 - Expulsion
 - Police involvement
- The school will ensure that follow up is provided where needed.
- Retaliation against those who report incidents of Bullying and Harassment will be viewed very seriously.
- For repeated offences, the offender may be asked to leave the school community.

Our goal is for a school community free from bullying and harassment where all members feel safe and valued.