Anti-Harassment Policy

**AT NORTH INGLE SCHOOL**

We believe each person:
- has the right to feel safe and to be treated with respect
- has the right to be treated as a worthwhile individual
- must learn, understand and practice these Grievance procedures

**HARASSMENT IS**

Wrong, hurtful, offensive, insulting and degrading

**HARASSMENT IS**

- NOT WANTED
- NOT ASKED FOR
- NOT WELCOME

**SOME KINDS OF HARASSMENT ARE:**

- teasing and name calling
- rude gestures
- offensive pictures, drawings or writing
- unpleasant messages
- putting people down because of their gender, appearance, language, family background, culture or beliefs
- unwanted or inappropriate touching
- violence or aggression towards someone
- attacks on another person’s property

When people are HARASSED they may feel:
Embarrassed, uncomfortable, stressed, upset, insulted, confused, angry, worried, scared, offended, hurt, and left out …

**Sexual and racist harassment are serious and illegal**

The only way to stop harassment is to take some action
If you have been harassed, you can

1. Choose to ignore it, walk away.
2. Tell the person to **STOP IT** in a polite and assertive way. Give eye contact and let the person know how you feel.
3. If the harassment continues, tell someone you trust who can help - a friend, an adult.
4. If the harassment still continues, seek adult help. This may be a yard duty teacher, class teacher, Deputy or Principal, other teachers, other adults, your parents.

At our school we will:

- Listen and ask what you have done about it
- Investigate what happened
- Work out the best way to handle the situation together
- Check how you are feeling
- Let you know that reporting is sensible to help you feel safe.

**IF HARASSMENT KEEPS ON HAPPENING**

- KEEP ON REPORTING
- KEEP ON TELLING
- DON'T GIVE UP!

**A HAPPY SCHOOL**

Everyone has the right to work and play in a safe and caring school environment

You can be kind and thoughtful to others by:

- Greeting people with a smile
- Saying thoughtful things to others
- Including people in your games and activities
- Being aware of how your behaviour affects others
- Changing your behaviour when it is upsetting someone
- Getting to know new people and making them feel welcome

[ Please refer to Behaviour Codes Policy and Procedures, for further information]