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GRANTLEY COLLEGE

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**GRANTLEY COLLEGE**

**Harassment and Bullying Policy**

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| **1.** | **Purpose** |
| 1.1 | To create a climate in which all types of bullying are regarded as unacceptable. |
| 1.2 | To discourage attitudes and practises that can contribute to bullying. |
| **2.** | Commencement of Policy |
| 2.1 | Reviewed and signed 2023. |
| **3.** | Application of the Policy |
| 3.1 | This policy is applicable to all learners at Grantley College. |
| **4.** | **Definitions** |
| 4.1 | Bullying is an aggressive behaviour arising from a **deliberate intent** to cause physical or psychological distress to others. |
| **5.** | **Grantley College’s stance on bullying** |
| 5.1 | Grantley College has a reputation for being a friendly spirited school, within this context it is accepted that there will be a certain amount of good natured teasing, joking and play, however all reasonable steps must be taking not to overstep the bounds of acceptability and degenerate into bullying. |
| 5.2 | Grantley College is committed to enforcing a zero policy towards bullying. |
| 5.3 | Grantley College is committed to taking all reasonable steps necessary to eradicate all forms of harassment. |
| 5.4 | Grantley College needs all members of the school community to work together to ensure that everyone feels safe and “at home” in the school. |
| 5.5 | Administration, teachers, prefects and senior learners are expected to work actively at being good role models, encouraging a zero bullying environment. |
| 5.6 | The school regards bullying as a serious offence in terms of it’s Code of Conduct. |
| **6.** | **Forms of Bullying** |
| 6.1 | Hurtful and continued social banter |
| 6.2 | Hurtful and continued teasing |
| 6.3 | Directed aggressive body language |
| 6.4 | Malicious gossip and deliberate spreading of rumours |
| 6.5 | Racist comments in all forms |
| 6.6 | Gender exclusion or bullying |
| 6.7 | Religious exclusion or bullying |
| 6.8 | Body shaming |
| 6.9 | Exclusion |
| 6.10 | Extortion |
| 6.11 | Damage to the personal or allocated property of an individual (e.g. his/her school desk or locker) |
| 6.12 | Physical violence |
| 6.13 | Cyberbullying with includes the following:   1. Harassment    1. This involves frequently sending a cruel or threatening message to a person’s email account or cell phone. 2. Denigration    1. This involves sending or posting malicious gossip or rumours about a person to damage his / her reputation or friendships. It also includes posting or sending digitally altered photographs of someone to others, particularly pictures that portray the victim in a sexualized or harmful way. 3. Impersonation or Identity theft    1. This occurs when someone breaks into someone else’s email or social networking account and poses as the person sending messages or other information or pictures online in a bid to damage the victim’s reputation and friendships or to get the victim into trouble or place them in danger. 4. Outing    1. This involves sharing someone’s secrets or embarrassing information or images online with people whom the information was never intended to be shared. 5. Cyberstalking    1. This involves threats of harm or intimidation through repeated online harassment or threats |
| **7.** | **Three Strike Policy** |
| 7.1 | Strike 1  The College has systems of pastoral care and reporting that will react immediately when bullying is reported. Not only will the school support victims of bullying, but will also provide education and remedial support for the perpetrator, in order to prevent recurrences of incidents of bullying. |
| 7.2 | Strike 2  Should the perpetrator, having been through a counselling process, continue to bully and harass any learner or staff member of Grantley College, will submit to the following disciplinary actions:   1. A parent meeting 2. A single written warning 3. Detention 4. In school suspension |

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| 7.3 | Strike 3  The continued behaviour of the perpetrator will result in a Disciplinary hearing that any result in the learner being excluded permanently from Grantley College. |
| **8.** | **Variations and Review** |
| 8.1 | Grantley College reserves the right to vary, replace or terminate this policy. |
| 8.2 | Grantley College will constantly review its values and responses in this regard. |