



ALBANY RISE PRIMARY SCHOOL

Anti-Harassment Policy



REVIEW DATE: 2027



Help for non-English speakers

If you need help to understand this policy, please contact the Albany Rise Primary School Administration.

DEFINITION:

Harassment is the exertion of power by one person over another – often presenting as bullying type behaviour – which makes another person feel embarrassed, offended, upset, devalued, degraded, afraid, frustrated or angry. It is unwelcome, unreciprocated, uninvited and usually repeated. It is behaviour that breaches proper and professional conduct. Harassment is different from bullying, in that it is based on a person's race, gender, colour, sex, age or specific 'group'.

PURPOSE

Harassment in any form is unacceptable. As educators, we have a responsibility to:

- 1.1 Provide teaching and learning environments that are free from harassment, and that encourage students to develop attitudes and skills that discourage, challenge and report harassment in all forms.
- 1.2 Provide a fair and supportive environment free from all forms of harassment, which promotes personal respect, as well as providing physical and emotional safety for all.

GUIDELINES:

This policy reflects the protocols and practise outlined in our whole school child safe standards policy.

- 2.1 All staff will be made aware of the legislative requirements relating to harassment.
- 2.2 All staff will complete Department of Education online LearnEd OHS modules as per the OHS learning schedule
- 2.3 Professional development relating to harassment will be provided for all staff who in turn will model and practice appropriate behaviour.
- 2.4 Staff, students and members of the school community will be familiar with the school's approach to harassment and will be provided with information relating to their rights and responsibilities and the school Statement of Values and Child Safe Standards Code of Conduct.
- 2.5 School-level protocols and policies for resolving issues or complaints will be developed and well publicised.
- 2.6 Staff members will not allow themselves or their colleagues to be subjected to harassment from parents or students – all such issues must be immediately reported to the Principal.
- 2.7 Unresolved school-level issues may be referred by the Principal, or the parties involved, to the appropriate authorities.
- 2.8 Harassment by students will attract consequences consistent with our school Wellbeing and Engagement policy and Child Safe Standards Code of Conduct.
- 2.9 All claims of harassment will be treated confidentially, documented, and promptly and constructively addressed.
- 2.10 The rights and sensitivities of all individuals will be protected.
- 2.11 Curriculum content will analyse the effects of harassment and assist students to develop attitudes and skills that discourage, challenge, counter-act and report harassing practices.
- 2.12 Where appropriate, the matter will be referred to Department of Education Employee Conduct division.



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REFERENCES:

- Employee Health, Safety and Wellbeing Services – <https://www.education.vic.gov.au/hrweb/safetyhw/Pages/employeeservices.aspx>
- <https://www2.education.vic.gov.au/pal/workplace-contact-officer-wco-network/resources>
- <https://www2.education.vic.gov.au/pal/complaints-misconduct-and-unsatisfactory-performance/overview>

SCHOOL-BASED RESOURCES:

- ARPS Cyber-Safety policy
- ARPS Student Wellbeing and Engagement policy
- ARPS Anti-Bullying Policy
- ARPS Child Safe Code of Conduct
- ARPS Respect for School Staff policy

Resources:

Google Drive: <https://drive.google.com/drive/folders/0APsGZOeO2A7QUk9PVA>

Website: <https://albanyrise-ps.vic.edu.au/about-us/policies/>

Policy last reviewed	15 th May 2024
Approved by	School Council: Principal:
Next schedule review date:	2027

ARPS POLICY