



# King's Baptist Grammar School

**Policy:** Anti-Bullying and Anti-Harassment Policy

**Audience:** Staff, Students and Parents

**Rationale:**

This policy covers aspects of unacceptable conduct at King's Baptist Grammar School and the mechanisms available for staff, students and parents to deal with such issues.

**Policy Position:**

King's FISHER Principles (Fairness, Integrity, Service, Humility, Excellence, Respect and Responsibility) guide the behaviour expectations for staff and students. Therefore, all forms of discrimination, bullying and harassment are unacceptable.

All King's staff, students and parents are required to treat others with dignity, courtesy and respect.

**Rights and Responsibilities**

Every person has the right to be safe. Any person who bullies another is denying them that right. The right to be safe means we have a responsibility to consider how we speak and act towards others. We must manage ourselves and consider others.

Every person has the right to be treated with fairness and respect. This means we must show respect to other people in our community and their property. By being courteous towards others, we are acting responsibly and have a right to fair treatment.

Every person has the right to learn, and teachers have a right to teach. This means we must not adversely affect the learning of another student or allow our behaviour to impinge on the teacher's right to teach.

At school it is everyone's responsibility to take action to stop bullying and harassment. If bullying or harassment occurs, people may feel unsafe, frightened, embarrassed, angry or unfairly treated. Their health and relationships may suffer as a result. The school will not tolerate any action that undermines a person's right to be safe and respected.

**Operational Aspects:**

**1. Unacceptable conduct**

Discrimination, bullying and harassment are unacceptable at King's Baptist Grammar School and are unlawful under the following legislation:

- Sex Discrimination Act 1984 (Cth)
- Racial Discrimination Act 1975 (Cth)
- Disability Discrimination Act 1992 (Cth)
- Age Discrimination Act 2004 (Cth)
- Australian Human Rights Commission Act 1986 (Cth).

## 2. Discrimination

Discrimination is treating, or proposing to treat, someone unfavourably because of a personal characteristic protected by the law, such as sex, age, race, or disability. We believe that all people, created in the image of God, should be treated with dignity, respect, compassion, and justice.

Discrimination can occur:

- **Directly**, when a person or group is treated less favourably than another person or group in a similar situation because of a personal characteristic protected by law (see list below).
- **Indirectly**, when an unreasonable requirement, condition or practice is imposed that has, or is likely to have, the effect of disadvantaging people with a personal characteristic protected by law (see list below).

Protected personal characteristics under Federal discrimination law include:

- a disability, disease or injury, including work-related injury
- parental status or status as a carer, for example, because they are responsible for caring for children or other family members
- race, colour, descent, national origin, or ethnic background
- age, whether young or old, or because of age in general
- gender
- industrial activity, including being a member of an industrial organisation like a trade union or taking part in industrial activity, or deciding not to join a union
- religion
- pregnancy and breastfeeding
- sexual orientation
- marital status
- political opinion
- social origin
- medical record
- an association with someone who has, or is assumed to have, one of these characteristics, such as being the parent of a child with a disability.

It is against the law to treat someone unfavourably because you assume they have a personal characteristic or may have it at some time in the future.

Under Federal law, behaviour does not have to be repeated to be discrimination – it may be a one-off event.

### 2.1 Bullying

Bullying can take many forms, including jokes, teasing, nicknames, emails, pictures, social media, text messages, social isolation or ignoring people, or unfair work practices and is often a repeated behaviour accompanied by a power differential.

Some bullying is classified as discrimination and is therefore unlawful. At King's, bullying is unacceptable whether unlawful or not.

Behaviours that may constitute bullying include but are not limited to:

Physical

- hitting, kicking, punching
- pushing, shoving, spitting
- making rude or threatening gestures
- taking or damaging something which belongs to someone else
- forcing others to hand over food, money or something which belongs to them
- making someone do something they don't want to

## Verbal

- name calling
- teasing
- threatening
- making fun of someone because of their appearance, physical characteristics or cultural background
- making fun of someone's actions

## Indirect

- excluding others from the game or group
- spreading stories about others
- spreading untrue stories about others

## **2.2 Harassment**

### **2.2.1 Sexual Harassment**

Sexual harassment is a specific and serious form of harassment. It is unwelcome sexual behaviour, which could be expected to make a person feel offended, humiliated or intimidated. Sexual harassment can be physical, spoken or written. It can include:

- comments about a person's private life or the way they look
- sexually suggestive behaviour, such as leering or staring
- brushing up against someone, touching, fondling or hugging
- sexually suggestive comments or jokes
- displaying offensive screen savers, photos, calendars or objects
- repeated unwanted requests to go out
- requests for sex
- sexually explicit posts on social networking sites
- insults or taunts of a sexual nature
- intrusive questions or statements about a person's private life
- sending sexually explicit emails or text messages
- inappropriate advances on social networking sites
- accessing sexually explicit internet sites
- behaviour that may also be an offence under criminal law, such as physical assault, indecent exposure, sexual assault, stalking or obscene communications.

Just because someone does not object to inappropriate behaviour at the time, it does not mean that they are consenting to the behaviour.

Sexual harassment may happen at school, at school-related events, between people sharing the same school or between colleagues outside of school.

A single incident is enough to constitute sexual harassment – it doesn't have to be repeated. All incidents of sexual harassment – no matter how large or small or who is involved – require the school to respond.

King's Baptist Grammar School recognises that comments and behaviour that do not offend one person can offend another. This policy requires all members of the School Community to respect one another's limits. This is also outlined in the King's Staff and Volunteers Code of Conduct.

### **2.2.2 Racial Vilification**

Racial hatred or racial vilification is doing or saying something in public – based on the race, colour, national or ethnic origin of a person or group of people – which is likely to offend, insult, humiliate or intimidate. Examples of racial hatred may include:

- racially offensive material on the internet, including e-forums, blogs, social networking sites and video sharing sites
- racially offensive comments or images in a newspaper, magazine or other publication, such as a leaflet or flyer
- racially offensive speeches at a public rally
- racially abusive comments in a public place, such as a shop, workplace, park, on public transport or at school
- racially abusive comments at sporting events by players, spectators, coaches or officials.

King's aims to ensure that people of all backgrounds are treated equally and have the same opportunities. The Act makes it against the law to treat someone unfairly, or to discriminate against them, on the grounds of race, colour, descent, national or ethnic origin and immigration status. At King's, racial vilification is unacceptable.

### **2.2.3 Victimization**

Victimization is threatening someone because they have been involved in discrimination themselves, have made a complaint about discrimination or have helped someone else to make a complaint. Victimization is against the law.

It is also victimisation to threaten someone (such as a witness) who may be involved in investigating a complaint. Victimization may occur in person, over social media or via text message.

King's Baptist Grammar School has a zero-tolerance approach to victimisation.

### **Procedure for responding to Bullying and Harassment**

1. At the first sign of any bullying/harassment issue, the victim should indicate their displeasure to the perpetrator and/or a close confidant informed.
2. Any further occurrences or a serious breach should be reported to the student's pastoral teacher who will determine and communicate the next steps required.
3. If unresolved, contact the appropriate sub-school Director.
4. When unsatisfied with the outcome a formal grievance should be lodged with the Principal via the Student/Staff/Parent Grievance Policy.

The school will respond to bullying and harassment according to the R-12 Responsible Behaviour Policy and the sub-school specific procedural document.

### **References:**

- *Sex Discrimination Act 1984* (Cth)
- *Racial Discrimination Act 1975* (Cth)
- *Disability Discrimination Act 1992* (Cth)
- *Age Discrimination Act 2004* (Cth)
- *Australian Human Rights Commission Act 1986* (Cth).
- International Convention on the Elimination of All Forms of Racial Discrimination
- National Safe Schools Framework (NSSF)

### **Related Documents:**

- Student Grievance Policy
- Parent Grievance Policy
- Staff Grievance Policy
- R-12 Responsible Behaviour Policy
- Junior School: Teaching Responsible Behaviour procedure
- Middle School: Teaching Responsible Behaviour procedure
- Senior School: Expecting Responsible Behaviour procedure

**Review:** every 3 years

**Policy approved by the Principal on:** 22 September 2020

**Communication:** by Directors through sub-schools; SEQTA

**Version Control:** Directors