



# BULLYING AND HARASSMENT POLICY

Cranbrook School does not tolerate bullying and harassment.

Bullying is any individual or group action or words that uses strength or power to coerce, threaten, persecute or oppress others. Actions or words are considered bullying when the recipient deems them to be bullying. Bullying involves an imbalance of power that:

- may be verbal, physical, social or psychological in nature
- is often repeated, causing distress at the time and a fear of future incidents of bullying
- may be in the form of seemingly acceptable behaviour such as a joke or an overly competitive approach to academic, sporting or social success. However, if it makes another feel inferior, it is bullying.

#### **Bullying and harassment take many forms, including:**

- verbal harassment – swearing, name calling, put-downs, homophobic remarks, teasing, threatening, spreading rumours, racist remarks, ridiculing in class, comments related to sexuality, abusive or nasty phone calls
- physical harm – punching, spitting, kicking, pushing
- exclusion – deliberately leaving someone out of an activity or ignoring him
- extortion – demanding money, food, favours
- physical gestures – faces, obscene gestures, mimicking to make fun of
- written abuse – notes, graffiti, email, text messages
- interference with, stealing or damage to personal belongings
- intimidation – acts designed to intimidate, frighten, terrorise or deny personal freedom
- cyberbullying – writing of material on notice boards, websites, MySpace, Facebook, blogs etc.

The School deals with reports of bullying through the Relationships and Anti-Bullying Committee. It investigates and advises the Head of Senior School of the consequences that may apply. A modified 'shared responsibility' model is used.

#### **Peer relations**

At Cranbrook School it is everyone's right to feel safe and secure. Staff and students support a climate of respect and care for others.

Cranbrook School actively promotes respect for and tolerance of individual differences.

At Cranbrook School bullying in all its forms – physical, emotional and verbal – is totally unacceptable.

Cranbrook School is committed to minimising all forms of harassment.

Cranbrook School has systems of pastoral care, reporting and discipline which react immediately to cases of bullying and harassment.

#### **What to do if you are bullied**

- Tell someone. This person may be your parent, a Prefect, member of staff or another adult.
- If you think someone else is being bullied, tell someone.
- If bullying occurs at school, during school activities, or on the way to or from school, you should contact a Prefect, Teacher, Tutor or Housemaster as soon as possible.

**Students can confidentially report incidents or issues to [assist@cranbrook.nsw.edu.au](mailto:assist@cranbrook.nsw.edu.au)**