



Churchdown School Academy

ACHIEVING SUCCESS FOR ALL

Anti-Harassment Policy

This policy gives details of the kinds of behaviour which Churchdown School (the "School") regards as harassment. There are professional duties governing teachers' responses to such behaviour which is regarded as unacceptable in the light of the School's Statement of Aims and the School's Equality and Diversity policy.

The School is committed to providing a working environment free from harassment and ensuring all students and staff are treated, and treat others, with dignity and respect.

Everyone has a right to feel secure and to be treated with respect at the School, particularly the vulnerable. Harassment and bullying in any form will not be tolerated. Our Anti-Bullying and Hate and Behaviour Policies are on our website. The School is strongly committed to promoting equal opportunities for all, regardless of race, colour, nationality, ethnic or national origin, religion or belief, sex, gender, sexual orientation, gender reassignment, age, marital or civil partner status, pregnancy or maternity, special educational needs, disability or learning difficulty in accordance with its obligations under the Equality Act 2010 and the Public Sector Equality Duty.

Scope of this policy

This policy applies to allegations of harassment by students in the School.

Incidents of harassment by a member of staff towards another member of staff will be dealt with in accordance with the School's Grievance or Whistleblowing procedures, as appropriate.

Parents can also raise an incident of harassment using the School's Complaints procedure, but we encourage parents to raise the incident informally with the School in the first instance.

Allegations against staff will be handled in accordance with the School's Disciplinary procedure.

Related policies

This policy should be read in conjunction with the School's policies on:

- Equality and Diversity
- Anti-Bullying
- Behaviour and Sanctions
- Exclusions
- Safeguarding and Child Protection

What is harassment?

Harassment is defined as :

'Any unwanted physical, verbal or non-verbal conduct, which has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that person'.

A single incident can itself amount to harassment. It also includes treating someone less favourably because they have submitted or refused to submit to such behaviour in the past. Unlike bullying, harassment is not necessarily intentional, but the impact on the individual or groups may be just as devastating.

Harassment can in some circumstances be illegal, and can also be considered to be hate crime with legal consequences.

Unlawful harassment may involve conduct of a sexual nature (sexual harassment), or it may be related to age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation. Harassment is however unacceptable even if it does not fall within any of these categories.

Harassment may include, but is not limited to:

- unwanted physical conduct or "horseplay", including touching, pinching, pushing and grabbing;
- unwelcome sexual advances or suggestive behaviour (which the harasser may perceive as harmless);
- verbal abuse and threats;
- racist, sexist, homophobic or discriminatory jokes, or derogatory or stereotypical remarks or insults about a particular ethnic or religious group, gender or another protected characteristic;
- outing or threatening to out someone as gay or transgender;
- purposely referring to another student by the incorrect pronoun or former name where they are aware that this is wrong;
- offensive e-mails, text messages or social media content;
- mocking, mimicking or belittling a person's disability;
- racist, sexist, homophobic or discriminatory graffiti;
- provocative behaviour such as wearing racist, sexist, homophobic or discriminatory badges or insignia;
- bringing discriminatory material into school;
- incitement of others to discriminate or bully due to victim's race, disability, gender, sexual orientation, faith or beliefs;
- discriminatory comments in the course of discussion e.g. food, music, religion, dress etc.;
- refusal to co-operate with other people on grounds of race gender, disability or sexual orientation.

The School recognises that a person may be the victim of harassment even if they were not the intended "target". For example, a person may be harassed by racist jokes about a different ethnic group if the jokes create an offensive environment.

Practice and procedure

Members of staff at the School will promote a sense of respect for the diversity of its students and will never tolerate or leave unchallenged discriminatory or harassing behaviour by its students. Staff will encourage students to work collaboratively at all times to ensure that no students are excluded from activities. Staff will dissuade students from behaving in any discriminatory manner through the curriculum, informal discussion and, if necessary, the use of sanctions.

If a student believes that they have suffered an incident of harassment, they are encouraged to raise this treatment with their Tutor or Heads of Year in the first instance. Alternatively, the student can seek support from a member of the Safeguarding team.

Incidents of suspected harassment will always be reported to the Senior Leadership Team and dealt with in an appropriate manner, in accordance with the School's Behaviour policy [and Anti-Bullying policy]. Heads of Year will also be informed and will usually be involved in dealing with the incident and in deciding the appropriate sanction in accordance with its [Sanctions policy OR Behaviour Management policy].

Where the incident of suspected harassment is sufficiently serious, the School will follow the procedures set out within the School's Child Protection policy, including notifying the Local Authority Designated Officer and/or the Police, where appropriate and necessary to do so.

Parents of those students who are found to be involved in an incident of harassment will always be informed.

The details of all incidents and sanctions issued used will be recorded by the School in CPoms. The frequency and nature of any recorded incidents will be reported to the Pastoral Leadership Team.

For serious incidents, or repeated offences, the School reserves the right to invoke its Exclusions policy when considering appropriate sanctions.

Supporting the victim

The School will always take steps to support the victim and will ensure that they are not in any way penalised whether directly or indirectly for raising an incident. The School will closely monitor the situation to ensure that the harassment has stopped.

The School will always consider the circumstances and consider whether there are lessons to be learnt to avoid a similar incident arising again. Take necessary action to prevent recurrence, through the curriculum, tutor groups, assemblies.

False or malicious allegations

Making a false allegation of harassment deliberately and in bad faith will be treated as misconduct and will be dealt with under the School's Behaviour policy.