



Harassment and Bullying (Student-to-Student)

Category	Student
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1. Purpose

This Policy describes how Good Shepherd Lutheran School Para Vista manages incidents of harassment by students against other students. This Policy describes Good Shepherd Lutheran School's strategies to prevent students from bullying other students, and how incidents of bullying are to be managed.

2. Scope

This policy applies to staff, students and parents/caregivers of Good Shepherd Lutheran School. The policy applies during the course of a normal school day and during school activities outside normal school hours.

3. Definitions

Term	Definition
Harassment	<p>Harassment is unwelcome behaviour that intimidates, offends, or humiliates a student because of a particular personal characteristic. Harassment is similar to bullying but is distinguished by the fact that harassment is a form of discrimination where the basis for harassment relates to a personal characteristic which is protected by law, such as:</p> <ul style="list-style-type: none"> • sex and gender identity or sexuality and sexual orientation • race, religion, ethnic background, or • disability.
Sexual harassment	<p>Sexual harassment occurs when a student is subjected to unwelcome and uninvited sexual conduct by another student which could be expected to make a student feel offended, humiliated, or intimidated. Sexual harassment can also result when a sexually intimidating or offensive environment is created. Sexual harassment can be physical, verbal, written or pictorial, including social media, and can range from relatively mild sexual banter to actual physical violence.</p> <p>It is important to remember that it is the way the victim perceives the behaviour that is important in determining whether harassment has taken place, not the intent of a particular individual. Mutual attraction or consenting friendships do not constitute sexual harassment.</p>



	<p>Examples of sexual harassment include, but are not limited to:</p> <ul style="list-style-type: none"> • unwanted physical contact, touching, brushing against another student, hugging • persistent jokes or innuendos of a sexual nature • repeated requests to go out • offensive gestures • persistent or intrusive enquiries into another student's private life, sexuality, or physical appearance • sexual propositions • sexually offensive phone calls, messages on email, voicemail or in writing • displaying offensive screen savers, photos, calendars or objects • sexual innuendo or sexually explicit emails, text messages, or posts on social networking sites (refer to the Social Media – Student Usage policy and Cyber Safety policy) • stalking, both physical and electronic • sexual assault.
Racial harassment	<p>Racial harassment is also found in many forms. Examples include, but are not limited to:</p> <ul style="list-style-type: none"> • abusive, threatening or insulting words and behaviour • deliberate exclusion from conversations • displaying abusive writing and pictures • insensitive jokes related to race • pranks.
Disability harassment	<p>Disability harassment includes, but are not limited to:</p> <ul style="list-style-type: none"> • humiliating comments or insults about a student's disability • disparaging remarks to students who have received learning adjustments • comments or actions which create a hostile environment for a student with a disability • deliberately excluding a student where the disability is not an issue.
Bullying	<p>Bullying is the repeated and intentional behaviour of causing fear, distress or harm towards another person that involves an imbalance of power. It can involve humiliation, domination, intimidation, victimisation and harassment. In any bullying incident there are likely to be three parties involved: the bully, the person being bullied, and bystanders.</p> <p>Bullying can take many forms including:</p> <ul style="list-style-type: none"> • Physical bullying which involves physical actions such as hitting, pushing, obstructing or using an object to hurt or intimidate someone. Damaging, stealing or hiding personal belongings is also a form of physical bullying. • Psychological bullying which is when words or actions are used to cause psychological harm. Examples of psychological bullying include name calling, teasing or making fun of someone because of their actions, appearance, physical characteristics or cultural background.

	<ul style="list-style-type: none"> • Indirect bullying which is when deliberate acts of exclusion or spreading of untrue stories are used to hurt or intimidate someone. • Cyberbullying which is the ongoing abuse of power to threaten or harm another person using technology. Cyberbullying can occur in chat rooms, on social networking sites, through emails or on mobile phones. <p>There are many negative situations which, whilst being potentially distressing for students, are not bullying. These include:</p> <ul style="list-style-type: none"> • Mutual Conflict Situations which arise where there is disagreement between students but not an imbalance of power. Mutual conflict situations need to be closely monitored as they may evolve into a bullying situation • One-Off Acts (of aggression or meanness) including single incidents of loss of temper, shouting or swearing do not normally constitute bullying.
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4. Policy Statement

Good Shepherd Lutheran School is committed to providing a safe Learning Community that is based on mutual respect and is free from harassment. Harassment is not acceptable in any circumstances and will not be tolerated. Good Shepherd Lutheran School Para Vista recognises its duty to students to provide a safe and positive learning environment where individual differences and diversity within the Good Shepherd Lutheran School Para Vista are respected and accepted.

Bullying is not tolerated at Good Shepherd Lutheran School Para Vista.

The Learning Community is responsible for ensuring that students are treated fairly and with respect, and is committed to ensuring that all staff:

- model appropriate standards of behaviour
- educate and make students aware of their obligations under this policy
- intervene quickly and appropriately when inappropriate behaviour is identified
- act fairly to resolve issues and enforce the Learning Community's behavioural standards, making sure relevant parties are heard
- help students resolve complaints informally where this is reasonably practicable
- ensure students who raise an issue or make a complaint are not victimised.

It is our policy that:

- bullying is managed through a "whole-of-Good Shepherd Lutheran School Para Vista community" approach involving students, staff and parents/carers
- bullying prevention strategies are implemented within the Good Shepherd Lutheran School Para Vista on a continuous basis with a focus on teaching age-appropriate skills and strategies to empower staff, students and parents/carers to recognise bullying and respond appropriately
- bullying response strategies are tailored to the circumstances of each incident
- staff establish positive role models emphasising our no-bullying culture
- bullying prevention and intervention strategies are reviewed on an annual basis against best practice.

The Learning Community investigates more serious incidents and formal complaints about breaches of this policy and will take appropriate prompt remedial action, including counselling, education, mediation and disciplinary action. Action will be taken against anyone who victimises a student who makes a complaint of harassment in good faith.

5. Procedures

A key part of the Learning Community's harassment and bullying prevention and intervention strategy is to encourage reporting of harassment incidents as well providing assurance to students who experience harassment (and parents/guardians) that harassment is not tolerated within the Learning Community.

Students who believe that they are being harassed should make it known that the comments, contact or behaviour is unwelcome and offensive.

If the student does not feel comfortable in talking directly to the perpetrators or if they seek advice on how to proceed, they should contact any of the following:

- a teacher
- the Learning Community Counsellor or School Leader
- a Deputy or the Principal.

The Learning Community will then apply its Student Management Policy and associated procedures.

Bullying behaviours vary enormously in their extent and intent and, as a consequence, each incident needs to be dealt with on its facts.

In all circumstances the Good Shepherd Lutheran School Para Vista:

- takes bullying incidents seriously
- provides assurance to the victim that they are not at fault and their confidentiality will be respected
- takes time to properly investigate the facts including discussing the incident with the victim, the bully and any bystanders
- takes time to understand the concerns of individuals involved
- maintains records of reported bullying incidents
- will escalate its response when dealing with persistent bullies and/or severe incidents.

Actions that may be taken when responding to bullying include:

- notification of/consultation with parents/carers
- offering counselling to persistent bullies/victims
- implementing effective follow up strategies
- disciplinary action, at the Principal's discretion, including suspension and expulsion of persistent bullies, or in cases of severe incidents.

Depending upon the nature and seriousness of the breach of this policy, Good Shepherd Lutheran School may take disciplinary action against students, including in the case of serious breaches, suspension or expulsion.

6. Implementation Responsibilities

All staff must:

- model appropriate behaviour at all times
- deal with all reported and observed incidents of bullying in accordance with this Policy
- ensure that any incident of bullying that they observe or is reported to them, is recorded appropriately
- be vigilant in monitoring students that have been identified as either persistent bullies or victims

- acknowledge the right of parents/carers to speak with the Good Shepherd Lutheran School Para Vista if they believe their child is being bullied.


All students are required to:

- treat other students, all staff and any other person at the Learning Community with respect
- avoid behaviour that could be interpreted as harassing and act to prevent other students from engaging in harassment, where this is reasonably practicable
- report any witnessed harassment at the Learning Community to a staff member.

7. References/Related Policies

Student Code of Conduct
 Student Management Policy
 Child Safe Policy

8. Approval

Development/Review Team	Leadership Team
Policy Approved	Principal Evie Stevens  Date: 18/03/2026
Policy Endorsed	March 2026
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Next Review	March 2029