



LUNAR RACING
EDUCATION THROUGH MOTORSPORT

LUNAR

Student Bullying and Harassment Policy

All students will be treated with dignity and respect while at Lunar. Bullying and harassment of any kind are in no-one's interest and will not be tolerated; this includes bullying or harassment of students by staff, bullying or harassment of students by students and bullying or harassment of staff by students.

This policy applies to all students on and off the Lunar/Rockingham premises, including time spent away at testing and Educational Race Weekends.

Bullying and harassment will be treated as disciplinary offences.

What are bullying and harassment?

Harassment, in general terms, is unwanted conduct affecting the dignity of children, young people and adults, where actions or comments are viewed as demeaning and unacceptable to the recipient.

It may be related to age, gender, race, disability, religion, belief, sexuality, nationality or any personal characteristic of the individual, and may be persistent or an isolated incident.

Bullying is offensive, intimidating, malicious or insulting behaviour, an abuse or misuse of power through means intended to undermine, humiliate, denigrate or injure the recipient.

Bullying or harassment may be by an individual against an individual or involve groups of people. It may be obvious or it may be insidious. It may be face to face, in written communications, electronic, or over the phone. Whatever form it takes, it is unwarranted and unwelcome to the individual. It may take place in private or in public.

Examples of bullying/harassing behaviour include:

- spreading malicious rumours, or insulting someone by word or behaviour (particularly on the grounds of race, sex, disability, sexual orientation and religion or belief)
- copying information that is critical about someone to others who do not need to know
- ridiculing or demeaning someone - picking on them or setting them up to fail
- exclusion or victimisation

- unfair treatment
- overbearing supervision or other misuse of power or position
- unwelcome sexual advances - touching, standing too close, the display of offensive materials
- deliberately undermining a competent student by overloading and/or constant criticism
- preventing individuals progressing by intentionally blocking their access to the curriculum and opportunities

Legitimate, constructive and fair criticism of a student's performance or behaviour is not bullying. An occasional raised voice or direct instruction is not bullying.

Procedures

Complaints of bullying and/or harassment, or information from students relating to such complaints, will be dealt with fairly and confidentially and sensitively using the general format set out in the Student Disciplinary Procedure. However bullying or harassment will not be treated as a standard grievance; it is a serious issue and will be treated as such.

Investigation

Complaints will be taken seriously and investigated promptly, objectively and independently. Decisions can then be made as to what action needs to be taken.

Informal action

If appropriate, the matter will be dealt with informally; sometimes students are not aware that their behaviour is unwelcome and an informal discussion can lead to greater understanding and an agreement that the behaviour will stop.

Formal action

More serious cases of bullying or harassment may be dealt with under the Student Disciplinary Procedure as gross misconduct. These cases will be dealt with on an individual basis and will involve discussions with parents/carers and the designated contact from the school, as well as Lunar staff.

Counselling and Mediation

Counselling or mediation may be considered, particularly where investigation shows no cause for disciplinary action, or where it may be useful to help resolve the issue or help support the student accused as well as the complainant. These cases will be dealt with on an individual basis.

Unfounded allegations

Students lodging a complaint will not be disciplined for doing so unless somebody makes an unfounded allegation of bullying and/or harassment **for malicious reasons**. The case will then be investigated and dealt with fairly and objectively under the disciplinary procedure.

February 2010.