



Rosendale Primary School and Children's Centre

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POLICY ON HARASSMENT WITHIN THE SCHOOL COMMUNITY

Rosendale Primary School, together with Lambeth Education Authority is committed to protecting its school community, including governors, staff, parents / carers and children, from all forms of harassment.

The school believes that all members for the school community have the right to be treated with courtesy, dignity, fairness, and respect at all times. This anti-harassment policy is our commitment to health and safety, equal opportunities and good employment practice.

All members of the school community have a duty to be aware of how their behaviour affects others. This policy highlights behaviour which is unacceptable and the procedures and support mechanisms for those who are subject to harassment.

At Rosendale Primary School **Harassment is defined as:**

Physical, verbal or non-verbal conduct, which is offensive and threatening to another and which is unreciprocated and unwanted.

School Procedures for Incidents of Harassment:

Many very minor incidents of harassment can be dealt with effectively in an informal way by explaining to the person that their conduct is not welcome, that it interferes with the smooth running of the school and is making others feel uncomfortable. Often a person is unaware of the effect of their behaviour on others. Once made aware of the distress caused by their actions, their offensive behaviour ceases.

For more serious incidents of harassment, the following procedures will be followed:

Harassment by:

- **Governors / School Staff:** Rosendale Primary School Disciplinary Procedures
- **Children:** Rosendale Primary School's behaviour bullying and anti-racist policies
- **Parents / Carers:** a warning letter or a banning letter (banning the person from the school premises for a fixed term or permanent ban depending on the severity of the incident)
- Police involvement
- Injunction to enforce a ban
- All incidents of harassment by children will be recorded as such in the Behaviour, Bullying and Anti-Racist Policies
- All incidents of harassment by adults will be recorded on the School's **Record of Physical / Verbal Abuse** and reported to the Governing Body.