Bullying and Harassment

Purpose:

Fintona is committed to providing a safe and caring environment in which students are free to focus on learning.

Bullying has no place in such an environment and will not be tolerated at Fintona. Any form of bullying will be considered a very serious matter and dealt with accordingly.

Policy:

Bullying can take many forms, including:

- Physical: Pushing, fighting, unpleasant gestures, deliberate invasion of personal space.
- Verbal: Offensive language, denigrating people behind their backs, name calling, ridiculing students because of their appearance, race, and religion.
- Visual: Offensive notes (including via electronic communication), material, graffiti, damaging other people's possessions.
- Victimisation: Stand over tactics, threats to ‘get’ people, excluding or ostracising people.
- Cyber bullying: Sending inappropriate text messages on mobile phones or via email, either to or about another student.

Being bullied means that a person is subjected to behaviour which is hurtful, threatening or frightening, and that this behaviour is repeated over a period of time.

Bullies are people who deliberately set out to intimidate, exclude, threaten, and/or hurt others repeatedly. Bullying is a clear form of harassment.

If this happens to any student, we encourage her to discuss it with a member of staff with whom she is comfortable. This might be her Tutor or class teacher, the School Counsellor, Head of School. These discussions will be viewed as confidential from other students. If it is deemed appropriate, further action will be taken.

The following procedures may apply:

- interview and investigation
- parents notified
- a meeting of parents and the School.
Action may include:

- counselling
- probation
- suspension
- other.

Any bullying will be documented.

Please see the School brochure, ‘A Positive Community’ for further details about bullying and student welfare.