

Anti-Harassment Policy

Implemented:	June 2019
Written By:	Caz Potten
Reviewed:	June 2020 (JH), June 2021 (JH), June 2022 (HB), June 2023 (HC)
Next Review:	June 2024

Every person has the **RIGHT** to feel secure and happy at STAR Exeter.

Our school will not tolerate unkind actions or comments.

Unkind actions or comments are called harassment. Harassment causes hurt and anxiety.

- No student or member of staff should suffer verbal abuse.
- No student or member of staff should suffer physical violence.
- No student or member of staff should feel victimised by another.
- Every student and member of staff has a **RESPONSIBILITY** to ensure that harassment is not tolerated.
- Every student and member of staff is **ENTITLED** to the respect of others.

Harassment may include:

- Physical harm or threat of physical harm.
- Spreading rumours.
- Deliberately excluding someone from an activity.
- Making unwanted sexual advances.
- Deliberately insulting an individual's sex, age, religion, sexual orientation, disability or race.
- Taking, destroying, damaging or hiding property.

Students should report harassment to their **teacher**.

Members of staff should report to the **management**, in accordance with our Safeguarding Policy.

The Management takes every report seriously and will investigate under the Discipline, Exclusion and Complaints Policy (available on the STAR Exeter website).

We are a 'telling' school - harassment is too serious not to report.

Teachers are provided with this document in their induction.

Students receive a handbook on a revival containing a link to this document on our website.