

Anti-Bullying & Harassment Policy

At Evanston Gardens Primary School we believe that all students have the right to a safe, inclusive and supportive learning environment. Bullying including cyber bullying, harassment and violence is not acceptable in this school and will be dealt with seriously, consequences will be applied and prevention and intervention strategies implemented. This policy applies to staff, students, parents/carers, volunteers and the wider school community. Adults are asked to follow the Grievance procedures if issues arise.

The school will work with the community and other services and agencies to support its students in being responsible and productive members of this community.

Bullying is repeated verbal, physical or social behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons. Conflict or fights between equals and single incidents are not regarded as bullying. Bullying in any form or for any reason can have long-term effects on those involved, including bystanders.

Examples:

- Physical: violence - hitting, pushing, touching, grabbing, looks, stares, facial expressions, gestures, spitting, taking or damaging property
- Verbal or written: spoken or written insults, threats, suggestive comments, name-calling, unfair criticism, spreading rumours
- Graffiti: using pictures, tags or words
- Social: forming groups to exclude, discriminate, disrespect; influencing, encouraging or organising someone else to be involved in any type of bullying or harassment.

Cyber-bullying is bullying which uses e-technology as a means of victimising others. It is the use of an internet service or mobile technologies—such as e-mail, chat room discussion groups, instant messaging, web pages or SMS (text messaging)—with the intention of harming another person.

Examples:

- Cyber: using e-mail, voice and text messaging, social networking sites, photographic and video images to intimidate, control, put down or humiliate the recipient

A **bystander** is someone who sees or knows about child maltreatment, harassment, aggression, violence or bullying that is happening to someone else. Supportive bystander behaviours are actions and/or words that are intended to support someone who is being attacked, abused or bullied. The actions of a **supportive bystander** can stop or diminish a specific bullying incident or help another student to recover from it.

Harassment is behaviour that targets an individual or group due to their identity, race, culture or ethnic origin; religion; physical characteristics; gender; sexual orientation; marital, parenting or economic status; age; and/or ability or disability, and that offends, humiliates, intimidates or creates a hostile environment. Harassment may be an ongoing pattern of behaviour, or it may be a single act.

(DECD 2011)



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How to recognise a student is being bullied

Some signs a student is being bullied may be:

- Refusal to go to school, feels unwell in the mornings
- Vague headaches or stomach aches
- Asking for extra pocket money or food
- Tearfulness, anxiety or difficulty sleeping
- Unexplained cuts or bruises
- Damaged or ripped clothing
- 'Hiding' information on mobile phones, emails or social networking pages

Reporting bullying

If you are bullied or know someone who is being bullied please report it to school staff. It is the responsibility of students, parents/carers and staff to report bullying. It is difficult for the school to follow up on an incident if it is unaware of it.

Who to report to

Parents/carers and students can report bullying, including cyber bullying, to the classroom or yard duty teacher, school counsellor, or Principal.

How to report

Bullying incidents can be reported in person to staff members (or phone) or in writing using a Student Grievance Report.

When to report

Reporting of an incident should occur as soon after the incident as possible. This gives the school the best opportunity to follow up the incident and intervene.

School staff support the school in maintaining a safe and supportive environment by:

- Developing and modelling positive respectful relationships with students, staff and families
- Explicitly teaching and modelling our school values and behaviour code
- Teaching the Child Protection Curriculum and the positive education and wellbeing curriculum
- Supporting students to resolve issues using the Student Grievance Procedures and to be supportive bystanders
- Using restorative justice and collaborative problem solving processes to create restorative agreements from bullying incidents within the framework of our school behaviour code
- Informing the school community about the anti bullying & harassment policy and current anti-bullying programs and resources via school website and newsletter articles
- Participating in relevant professional learning opportunities
- Reviewing the school anti-bullying policy annually and conducting student bullying surveys bi-annually





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Students support the school in maintaining a safe and supportive environment by:

- Being respectful towards other students, staff and members of school community
- Reporting if they are being bullied or harassed or if they see someone else being bullied or harassed
- Acting as supportive bystanders and reporting bullying behaviour
- Following the Student Grievance Procedures to resolve social issues

Parents support the school in maintaining a safe and supportive environment by:

- Being respectful towards other students, staff and members of school community
- Communicating with school staff about any behaviour or wellbeing issues of concern soon after they arise
- Following up on these concerns and, if necessary, following the School Grievance Procedures, and contacting the Regional Office if the concerns are not resolved following intervention by the Principal

Responding to reports of bullying & harassment

- Incidents reported will be recorded and followed up as soon as possible
- All responses will employ a restorative justice approach allowing the person using bullying behaviours the opportunity to repair any damage done and rebuild relationships through restorative agreements
- The student targeted by bullying behaviours will be supported to develop coping strategies including; ignoring and walking away, speaking assertively, asking friends for help, talking with others, and focusing on the positives
- Parents/carers and relevant staff will be informed of the incident and actions taken by staff
- After the incident has been initially dealt with students involved will continue to be monitored
- Appropriate consequences will be put into place in line with the school behaviour code and DECD discipline policy if required, depending on the nature and severity of the incident, and may include: apology, restorative agreement, counselling, yard program/restrictions, ongoing monitoring of behaviour, take home/suspension, referral to Regional Behaviour Support Coach.

Further support

www.bullyingnoway.com.au

DECD Parent Help Line: 1800 222 696

Child & Youth Health Parent Help Line: 1300 364 100

www.cybersmart.gov.au

Kids Help Line: 1800 551 800

This policy was ratified by Governing Council on June 2016 and will be reviewed by staff, students and Governing Council in June 2018

