EVANSTON GARDENS
PRIMARY SCHOOL
2011 STAFF

Teaching Staff

Principal: Mr Mike Sims
Counsellor: Mr Giulio Bortolozzo
Library: Mrs Michelle Coventry
Japanese: Ms Kim Eunkyoung
Yr Rec/1: Mrs Cheryl Pettigrew
Yr 1/2/3: Ms Charlotte Holmes

Mrs Ann Peck
Yr 4/5: Ms Renee Lambi
Yr 5/6/7: Mrs Tegan Cheboratev

School Support Staff

Admin/Finance Officer: Ms Jessica Koot
Special Education: Mrs Bronnie Whitelaw
Class Support: Mrs Sheralyn Dix
Class Support: Mrs Lynda McKaye
CPSW: Mr Jordan Beinke
Grounds person: Mr Jeff Nieass
Cleaner: Mr Graham Mayfield

Updated January 2011
Welcome to Evanston Gardens Primary School. Your comfort, safety, welfare, personal and professional needs are very important during your visit. The school will operate 4 classes this year, Rec, Yr1-2, Yr3-4-5 and Yr6-7.

SCHOOL FACILITIES AND RESOURCES

Address - The school address is 71 Angle Vale Road, Evanston Gardens, SA, 5116. The contact phone number is 8522 2082, fax 8523 0495, Courier Round: Barossa.
Email: info@evangdns.sa.edu.au

Buildings And Grounds - The school has several buildings and classrooms and the total school grounds occupy almost four hectares in size. There is a large oval and smaller Junior Primary oval, an asphalt area with courts, two playgrounds; one for Junior Primary (R-2) and one for Primary (3-7). There is an area of approximately two acres of land at the rear entrance of the school which is also school property, this paddock is out of bounds to school children.

Car Parking - The car park entrance is off Hillier Road (opposite Hillier Caravan Park) at the rear of the school. The council have a restricted parking zone at the front of the school which must be used only as a pick and drop off zone. If you need to leave your vehicle please utilise the back car park. Please note that the rear car park is part of the school grounds and therefore non-smoking legislation is required in this area, smoking inside your vehicle while waiting to collect children is prohibited.

Disability Access - The school caters for students with physical, intellectual, psychological and learning disabilities. Ramps exist to classrooms in the school, allowing wheelchair access if required. There is a disabled toilet situated at the rear of the boys toilet block.

Drinking Water - Taps are located outside the toilet blocks, Rooms 6 & 7 and the library. All students are encouraged to have drink bottles containing water in classes with them for ready access for drinking.

Fundraising - An active fundraising committee organises regular combo lunches, BBQs, special events, etc for the school. The SRC also conduct minor fundraisers for their budget.

Library - The school library has a comprehensive range of books for students and is well maintained and managed. An interactive white board is situated in the main library area for classes to utilise. All classes have library lessons, negotiated with the teacher librarian.

Oval - The school has a large oval at the rear of the quad block, which is maintained by an underground automatic sprinkler system. This is out of bounds during recess but is available to students during lunch play and for PE lessons. Eating is not permitted on the oval to help keep it free from litter.

Playground - The school has two playground areas (funded in 2006 by the Federal Government's: Investing in our Schools Program) - one for Junior Primary (R-2) and one for Primary (3-7). Shade structures are in place to assist with sun protection. Eating is not permitted on the play equipment to help keep it free from litter.

School Fees - School fees are set at the prescribed rate according to DECS recommendation, and are approved annually by Governing Council in accordance with DECS procedures. If you are eligible to apply for school card assistance, this must be done in person at the Front Office at the beginning of each school year or as soon as your child enrols.

Sponsorship - The Adelaide Road Newsagency currently sponsors The Year 7 Student Body. Other local businesses in the Gawler and surrounding areas support the school at various times throughout the year.

Webpage - Our webpage can be found at www.evangdns.sa.edu.au
SCHOOL AIMS

All young people in South Australia have the right to gain, through the public schooling system, a broad and balanced education that prepares them for effective participation in society.

Therefore we aim to:

- STRIVE FOR EXCELLENCE
- ENACT THE PRINCIPLES OF SOCIAL JUSTICE
- PROVIDE A SAFE AND SUPPORTIVE ENVIRONMENT
- FOSTER COOPERATION AND THE DEVELOPMENT OF SOCIAL SKILLS
- ENCOURAGE THE INVOLVEMENT OF ALL IN THE SCHOOL COMMUNITY

EVANSTON GARDENS PRIMARY SCHOOL PHILOSOPHY

The school vision is:

“Learning Today for Tomorrow’s Community”. At Evanston Gardens Primary School we provide a welcoming and safe environment for the whole community. We encourage our Parents to be actively involved with their children’s education, creating a Happy and Motivated Learner. Our staff are caring, approachable and supportive toward our students and the wider community.

There is a definite emphasis on caring for students, spending quality time supporting them, providing opportunities and access where possible and valuing their contributions as leaders and individuals.

We believe that children should develop a sense of worth, confidence in themselves and a respect for others so that they can become responsible individuals in society. The prime purpose of education is the development of the human intellect in all its dimensions - academic, social, cultural, moral, emotional and physical.

SCHOOL PRIORITIES

The school priorities are:

- Literacy
- Numeracy
SCHOOL ORGANISATION AND COMMUNICATION

Absences And Lateness Of Students - If your child is absent, parents are asked to inform teachers via telephone, letter, or a note in their child’s communication book. A letter of explanation is expected for all days that a student is absent. If your child is absent for three consecutive days, a certificate of illness is required from your family doctor.

When a student arrives late to school, the parent/caregiver is required to sign a ‘late slip’ located in the front office, this is then given to the class teacher for recording in the roll book.

Access To Students - No one outside the school has right of access to students without the parent or Principal’s consent and it is the teacher’s responsibility to take reasonable precautions to prevent any such contact. As this is the policy at this school, it is a requirement for parents to sign an early departure slip, located in the front office. This slip is then taken to the teacher, and the child can be collected.

Accidents - All accidents should be reported to the Front Office and parents will be informed of considerable or serious incidents when they occur.

Bell Times - The school grounds are officially open at 8:40am and on regular days close at 3.30pm. There is a 2-minute warning bell before the end of each break. The school bell times are:

<table>
<thead>
<tr>
<th>Time</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>8:40</td>
<td>School grounds officially open (teachers at school)</td>
</tr>
<tr>
<td>9:00</td>
<td>Classes commence</td>
</tr>
<tr>
<td>11:00</td>
<td>Recess break</td>
</tr>
<tr>
<td>11:20</td>
<td>Classes resume</td>
</tr>
<tr>
<td>1:00</td>
<td>Lunch play period</td>
</tr>
<tr>
<td>1:30</td>
<td>Classes resume</td>
</tr>
<tr>
<td>3:10</td>
<td>Students dismissed</td>
</tr>
<tr>
<td>3:25</td>
<td>Yard duty teacher coverage finishes, school grounds closed.</td>
</tr>
<tr>
<td>7pm to 7am</td>
<td>School grounds out of bounds for persons without written Principal consent</td>
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</tbody>
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Bushfire action plan - Our school has been identified as a school at high risk on days when the bushfire weather is forecast at Catastrophic (Code Red). This means that our school will CLOSE when the bushfire weather is forecast at Catastrophic Level in our district. An advance warning will be provided two days before possible school closure.

Canteen & Breakfast shed - The canteen opens at lunchtime on Tuesday and Wednesday (1-1:20pm). The Breakfast Shed is open Monday to Friday (8:30 – 8:55am). Hot lunch orders are available on Wednesdays, but must be ordered on the Tuesday before by 9:30am. If you wish to volunteer in the breakfast club or canteen on any of these days, please contact the front office. Lunch Ordering - The fundraising committee organises some lunch days for staff and students. At present there is one parent volunteer that operates the school canteen for hot lunches on Wednesdays. Some items, excluding hot lunches, may also be purchased on Wednesday lunchtime.

Drugs And Medications - Drugs and medications must not be kept or stored in classrooms. These are secured in the front office. The only exception is Asthma medication, which can be stored in lockable classroom cupboards. Parents must ensure that any required medication is supplied with the original chemist label with clear instructions on use (dose etc); the medication form signed by a Doctor must accompany this. The appropriate consent forms are available from Reception, and your Doctor will also have access to these via the following website: www.chess.sa.edu.au

Enrolment - Students may enrol at Evanston Gardens School at anytime. Students enrolling at a school for the first time usually start at the commencement of the school term following their fifth birthday.

Fire Drills And Evacuation - The school holds two fire drills and two emergency procedure drills per year. In the event of a fire, invacuation, wet weather or an emergency, a specified siren will sound. All students accompany their teacher to the asphalt and a roll call is made to ensure every person is present. It is essential that all visitors to the school sign in at the front office to ensure they are included in this head count.

First Aid - All staff have Basic Casualty Care training and is required to update this certificate in line with DECS Policy. School Services Officers are designated for first aid to assist injured students that require attention during breaks or if the classroom teacher deems the concern more serious. If students are too sick to return to class, parents will be requested to collect them.
**Governing Council** - The Governing Council is supportive of the school, its staff and operations. It meets monthly on a Wednesday evening from 7:00pm to 8.30pm. All parents are welcome to attend. Parents or community members wishing to bring forward suggestions/concerns can either access Governing Council Meetings or use the Governing Council letter box outside the front office.

**Grounds Person** - A grounds person is appointed for 14 hours per week. If you have ideas about jobs around the school, which need doing, speak to the Principal or a member of our Grounds Committee.

**School Cleaners** - The school is cleaned from 3.00pm to 6.00pm Monday - Friday.

**Library Monitors** - Several student Library monitors are responsible for supporting the functions of the Library.

**Hat Requirements** - Students must wear hats outside during play times and outdoor activities. Students not wearing the school uniform hat will not be permitted to participate in outdoor play or activities - they must remain under the shade of the veranda outside of Room1/2. School hats are available from the Uniform Shop on a Friday morning at minimal cost.

**Mobile Phones** - Mobile phones are not permitted in classrooms. It is requested that students do not bring mobile phones to school, however in the event that it is necessary, the student is required to sign it in at the front office. If your child has three warnings for breaching this rule the mobile phone will only be available for collection by a parent from the front office. A consequence will be delivered at this time and we expect full parental support.

**Newsletters** - The school newsletter is sent home on every second Friday of the term (odd weeks).

**Parent Support** - Parents are invited to support the school through grounds work, class support, special needs support, library, canteen, Breakfast Shed, excursions and various committees. The school values and needs this support and welcomes parents and volunteers.

**Pupil Free Days** - Students do not attend school on Pupil Free Days, however staff are required to be present (usually for training and development). It is normal for the school to have one school closure day each year and 2 pupil free days for staff to be trained in a particular area. This is in accordance with DECS Policy.

**School Photo’s** - Professional photographers take school photos in Term 4 each year. Families may purchase copies of the classroom and special event/team photos.

**Student Representative Council (SRC)** - All students are involved in electing class representatives to our SRC. They meet regularly to discuss matters affecting the school and the student body.

**Student Transfers/New Enrolments** - New students enrolling at Evanston Gardens Primary School may not have stationery and books upon their arrival. These may take up to a week to arrive, depending on the date they were sent by the previous school (it is preferable transferring students arrive with all of their books and stationery from their previous school on their first day to minimise disruptions to their learning). In the meantime, teachers will supply the basic requirements for new students, to ensure they feel welcome and included. Students leaving Evanston Gardens Primary School are able to take their books and materials with them to their new school. It is expected that Material & Service fees have been finalised prior to transferring out.

**Uniform Shop** - Evanston Gardens Primary School has a Uniform Shop that is open Friday mornings 8:45 – 9:15am. A selection of second-hand and a small amount of new uniforms are available for sale.

**Visitors On School Grounds** - Visitors to Evanston Gardens Primary School must first report to the front office for identification and register in the visitor’s book. This assists the school with child protection and ensures the visitors safety during a school emergency.

**Special Events** - The school offers several special events for students suggested by the SRC. These can include: discos, clean-ups, excursions, read-a-thons and other activities.

**Assemblies** - Assemblies are held fortnightly (even week) in the Arts Complex on a Friday from 9:15 to 10:00am. They are managed and run by classes or the SRC. Parents are actively encouraged to attend. The general format is for each class to share/show student work in year levels, SRC news, Principal news, Teacher news and Awards.
End of Term Dismissal - classes are dismissed at 2:10 on the last day of each term.
BEHAVIOUR MANAGEMENT

The school rules are:

BE SAFE SHOW RESPECT FOLLOW INSTRUCTIONS

Classes have consistent behaviour management systems, which involve reminders, warnings, sit outs, and referral to a buddy class. Before sending students to the Principal for a school level response, Teachers are expected to support students in choosing appropriate behaviours through counselling, support, behaviour contracts, and special programmes. All students also receive positive encouragement with positive behaviours rewarded through the REBE approach to behaviour education. ......................

TEACHING AND LEARNING

Assessment and Reporting - There are 4 types of reports to parents/carers throughout the year. School reports are sent home at the end of term 2 and 4, with a ‘Meet the Teacher Night’ in Term 1 and parent interviews in term 2. They involve teachers reporting outcomes to families on a regular basis in all areas of the South Australian Curriculum.

Computers - All classes have computers with Internet access. We have three Interactive Whiteboards available to staff and students, they are housed in the Library, Room1/2 and Room 8.

Languages Other Than English (LOTE) - Japanese is the second language taught at the school.

Lesson Length - Evanston Gardens School offers a minimum of 100 minutes instruction in each of the required areas of study (excluding LOTE). The remaining time (from the 1600 minutes of instruction per week) can be used for extra time in subjects, with a heavy weighting toward the areas of Literacy and Numeracy (where a minimum of 300 minutes in each area of study would be expected).

Literacy Block - A well-organised, focussed Literacy Block operates throughout the week in the mornings. Interruptions to learning are kept to a minimum during this time, therefore it is imperative that your child arrives at their classroom before the 9:00am lesson bell – this will maximise their and other class member's learning time.

Music - The school is linked with Freemont Elizabeth High School where students can study an instrument prior to attending high school. It is the responsibility of the parent to transport their child to and from these lessons.

Special Education and Additional Learning Support - If a student is identified as having a disability or severe learning delay, they will receive specialised support as part of their Negotiated Education Plan. Programs are developed in negotiation with the classroom teacher, special education coordinator, school based Student Review Team and DECS personnel to maximise their learning. Some students are identified as students at risk and are also included in the waves of support offered. Indigenous students have an annual Individual Learning Plan developed for them and Individual Education Plans are scheduled for students under the Guardianship of the Minister. Programs and reviews with other agencies are coordinated at the school as required. Students are services by DECS Speech Pathologists, Guidance Officers, Disability Coordinators and Hearing Impairment Coordinators.

Sports - Various sports are offered during the school year i.e.: Netball, Athletics, Soccer, Football, Swimming, and Cross Country. Various Coaching Clinics are also organised throughout the year at minimal or no cost sports. There may be an additional fee for participation.

Sports Day: School - The school holds a school sports day each year in Term 3. There are 3 teams organised for students to compete in; red = dingoes, blue = blue tongue lizards and green = tree snakes. Teams accumulate points and can secure a shield for team events and for good sportsmanship.

Swimming - All students (years R to 5) have swimming lessons. These are held at the Gawler pool during term 1. Students in years 6 and 7 participate in an aquatics program at West Lakes Shores in term 4. Students in years 3 to 7 have the opportunity to participate in the annual SAPSASA swimming championships.

Homework - The school has no school Homework Philosophy statement. However it is very important for your child to read to an adult on a daily basis. All students are encouraged to have diaries and communication books, which are used for communication between parents and teachers and for students to write in their homework. It is important to maintain regular and effective communication between home and school.
Vision
‘At Evanston Gardens we are committed to enhancing a culture of learning for the future, in a safe, caring, success orientated environment. We aim to achieve this in partnership with our school community and to deliver a relevant, high quality education for all students’

Contextual Influences
- School built in 1908 40 kilometres north of Adelaide.
- The school grew rapidly in the latter years of the century, and then reduced in size with the opening of private schools around it.
- The school offers Reception to year 7 education
- The Principal/ School Counsellor teach between 0.1 and 0.3 teaching load.
- School grounds are well kept. Building upgrades have occurred recently.
- Stable and experienced staff is employed at the school.
- Parent involvement is actively encouraged at the school. (LAP program / Breakfast Shed / Volunteers)
- The Governing Council is a refreshing collection of enthusiastic parents, community members, students and staff undergoing the process of understanding governance and its implications.

Core Business/ Mission
The core business at Evanston Gardens Primary School is defined as teaching and learning in a supportive environment. At Evanston Gardens the teaching and learning program has an emphasis on the basics – Literacy, Numeracy and the development of Social Skills and Student Wellbeing. There is a very strong sense of care and support for students.

Values and Principles
We give priority to the development of values such as:

* Learning
* Respect
* Democracy
* Justice
* Excellence
* Caring
* Honesty
* Maturity
* Cooperation
* Positive relationships
* Personal goal setting

This is because we believe:
* Everyone has the right to Learn
* Teachers have the right to Teach
* Everyone has the right to feel Safe in an honest environment
* Everyone has the right to be treated with Respect
* Parents and caregivers have the right to be and need to be involved in their child’s education
Codes of Practice

STAFF CODE OF PRACTICE

In addition to specific role and responsibility statements, staff will abide by a code of practice, which ensures that:

- All members of the school community are treated with respect.
- The learning needs of students are paramount.
- All members of staff contribute to the implementation of the school’s Site Learning Plan.
- Teaching programs are consistent with the Curriculum Standards and Accountability Framework.
- A positive contribution is made to whole school activities.
- Conduct and attire reflect appropriate professional standards.
- All school and departmental policies are enacted.
- Skills and knowledge are continually expanded through self-reflection, seeking constructive feedback and participating in training and development.
- A positive contribution is made to developing and sustaining a productive teaching and learning environment.
- Staff keep the community informed about class events and happenings.
- Staff maintains confidentiality and professional judgement as part of their role.

PRINCIPAL CODE OF PRACTICE

The Principal is responsible for the leadership, management and development of the school and its programmes. The Principal operates within the relevant Act, regulations, departmental policies and the roles and responsibilities statement for Principals.

In providing effective leadership, the Principal will:

- Lead and manage the implementation of the Site Learning Plan.
- Provide leadership and accurate advice to the Governing Council and ensure that the policies and programs developed in partnership with the community are implemented.
- Assist all staff to adhere consistently to departmental and school policies.
- Support the development and maintenance of a purposeful learning environment that recognises and rewards student achievement.
- Facilitate the use of quality learning and teaching strategies to maximise student-learning outcomes.
- Ensure a safe, effective and harassment free environment for students and staff.
- Ensure principles of equity and merit are applied.
- Manage the development and operation of the site’s financial and administrative systems.
- Promote the school and further enhance links with all sectors of the educational community.

PARENT CODE OF PRACTICE

We expect that parents will:

- Ensure the relationship between home and school is positive and productive, to prevent emotional conflict in students.
- Communicate with teachers and staff regularly.
- Have opportunities to be involved in the writing and development of school policies and plans.
- Maintain confidentiality.
- Keep the school informed about matters affecting students’ lives.
- Support school policies, DECS policies and guidelines.
- Parents are responsible for ensuring that students come to school in a physical and emotional state that maximises learning potential (Students in a fit and well state are less likely to choose inappropriate behaviours).
- To respect and promote the professionalism of teachers and school staff by using the school’s grievance procedures to make a complaint.
**POLICIES**

**Anti-Bullying/Harassment Policy** - A copy of the Anti-Bullying/Harassment Policy is attached to the back of this document.

**Child Protection** - All staff and people volunteering or helping at the school are mandated reporters. This means they are required by law to report any suspected Child Abuse or Neglect to the relevant authorities.

**Dress Code** - A copy of the School Dress Code is attached to the back of this document.

**Extreme weather** - If the actual temperature is between 35°C and 37.9°C then Limited Play will be enforced; i.e. the oval and asphalt will be closed, students will be limited to the two shaded playgrounds, the small oval and shaded seats & areas. If the actual temperature is 38°C or above then students will be kept inside classrooms. In the cases of extreme heat (i.e. 40°C+) or two or more days of temperature exceeding 38°C parents have the option to pick up students early at 1.00pm. This policy must be ratified by Governing Council annually.

**Grievance Procedures** - A copy of the Resolving Concerns Policy is included in this publication. Grievance Procedures are regularly publicised in the school newsletter. People are asked to address their concern with the person involved. Where this is not possible or comfortable, people should speak with the class teacher, if not resolved then the Principal. If the matter is still not resolved, then the District Superintendent may be able to help. Student grievance procedures are located in every classroom.

**School Rules** - At Evanston Gardens Primary School, we acknowledge and respect students’ ability to make appropriate choices of behaviour. The appropriate behaviours we expect students to choose are the school rules. They are:

- **BE SAFE**
- **SHOW RESPECT**
- **FOLLOW INSTRUCTIONS**

**Statement of Purpose** - This document describes the community contextual influences of the school, school priorities and purpose of schooling at Evanston Gardens. A copy forms part of this information handbook.

**Volunteers Policy** - We believe that voluntary workers can make a significant contribution to the school community by giving their time and sharing their skills and expertise with others. Volunteers will be assessed for their suitability to work at the school by the Principal/Bronnie. Volunteers are required to complete induction training, have a current DECS Criminal History Screening check, and sign both an agreement and confidential declaration form before they commence volunteer work.
EVANSTON GARDENS PRIMARY SCHOOL

SCHOOL DRESS CODE

IN GENERAL THE ITEMS OF CLOTHING SHOULD BE PLAIN, UNMARKED (EXCEPT FOR SCHOOL LOGOS), WITH NO BLATANT BRAND NAMES OR MESSAGES SHOWING. ALL SCHOOL CLOTHING MUST BE SUITABLE FOR ALL SCHOOL ACTIVITIES.

Boys summer
- Bottle green or gold top - shirt or polo neck
- Black or bottle green shorts or trousers or track pants

Girls summer
- Bottle green or gold top, shirt or polo
- Black or bottle green shorts or trousers or track pants
- Bottle green and white check uniform dress with the appropriate underwear for sport
- Black or bottle green skirt with appropriate underwear / skirt for sport

Hat
Bottle green broad brimmed to be worn during breaks, outside lessons e.g. PE, Sports Day, Excursions, and all school activities. Hats must be worn in all Terms 1, 2, 3 and 4.

Year 7 students may elect to wear a special senior’s top in green/gold as chosen by the Year 7 student body

Boys winter
- Bottle green windcheater, jumper or jacket
- Bottle green or gold top, shirt or polo neck, skivvy
- Bottle green or black pants, trousers or track-pants
- Parka, bomber jacket or appropriate rain wear is acceptable outside wear.

Girls winter
- Bottle green windcheater, jumper or jacket
- Bottle green or gold top, shirt or polo neck, skivvy
- Bottle green or black pants, trousers or track-pants
- Bottle green or black winter skirt or dress.
- Parka, bomber jacket or appropriate rainwear is acceptable outside wear.

School Logo (Optional)
Although optional, it is desirable that each shirt or top (as above) has a school logo on top left front (with the exception of the checked uniform dress.) Iron-on logos are available from the Uniform shop.

Footwear
No thongs, except in the event where injuries prevent the student from wearing closed-in shoes. The teacher must approve this.
No high heels are to be worn. Footwear and socks must be closed-in and appropriate for all school activities.

Hair and Jewellery and other adornments
Hair should be such that it does not hang in the eyes or face. No unnatural hair colours or excessive hair adornments. One pair of studs or sleepers per ear, no facial jewellery is permitted. Nail polish, perfume and make up are not acceptable for normal daytime attendance.
For safety and security reasons, jewellery, e.g.: rings, bracelets, necklaces etc. should be kept to a minimum.

Annual reviews of this policy will occur.
EVANSTON GARDENS PRIMARY SCHOOL

Anti-Bullying/ Harassment Policy

Evanston Gardens Primary School is committed to providing a safe and caring environment which fosters respect for others and does not tolerate bullying/harassment/violence.

Our policy links with our school behaviour code which is based on the following principles:
- All school community members should be able to work, play and visit in a safe school environment
- Teachers should be able to teach and students should be able to learn
- Students should behave in a manner that demonstrates respect for themselves, others and property
- Individuals should be responsible and accountable for their behaviour

BULLYING/ HARASSMENT ... What is it?

Bullying / harassment are repeated harmful behaviours that deprive individuals and groups of their rights, jeopardise physical and emotional safety and undermine the wellbeing of our school community and society.

(Based on a statement from the ‘Bullying. No Way!’ Website www.bullyingnoway.co)

Types of bullying and harassment

Physical:
Hitting, kicking, punching, using a weapon, pushing, shoving, spitting, making rude gestures, taking or damaging something which belongs to someone else, forcing others to hand over food, objects, money or something which belongs to them, forcing someone to do something they don't want to

Verbal:
Name calling, inappropriate language, teasing, threatening, demeaning someone personally e.g. appearance, physical characteristics, actions or cultural background

Social:
Excluding others from the game or group, spreading rumours or hurtful stories about others, asking unwanted questions about a person's private life

Racial:
Racially oriented jokes, drawings through literature, acts or communications that are intended to harass, intimidate or humiliate students, staff or visitors on account of race, religion, colour or national origin

Sexual:
Inappropriate touching, gestures or language of a sexual nature, sexually oriented jokes, drawings or literature

Cyber:
Bullying or harassment which is carried out through an internet service such as website, email, chat room or that which can include bullying through mobile phone technologies such as short messaging service (SMS) and photography. This includes acts of cyber bullying off site or outside of school hours.

RESPONSIBILITIES

At Evanston Gardens it is everyone's responsibility to refrain from engaging in bullying and take the necessary steps to stop bullying behaviour wherever and when ever they may encounter it.

Responsibilities of staff:
- To be familiar with the school’s bullying policy and procedures
- To implement proactive programs
- To model and teach students to value and respect others
- To actively follow up incidents
- To ensure that children are adequately supervised
- To record incidences of bullying and harassment.
- To sensitively handle incidents which may be reported by a bystander
- To regularly revisit the school's Grievance Procedures
- To explicitly teach conflict resolution strategies
- To clearly communicate the school's bullying policy to the school community through as many channels as possible e.g. newsletters, parent workshops etc
Responsibilities of Children:
- To be respectful of others and to not bully or harass others
- To help someone who is being bullied or harassed e.g. by telling the bully/harasser to stop, getting the other person away from the situation or telling the teacher.
- To notify the school if they are being bullied/harassed or if they see someone else being bullied/harassed – both at school and on the way to and from school.
- To persist ... if you tell someone and action hasn't been taken to help your situation, then tell someone else.
- To follow the Grievance Procedures as described

Responsibilities of Parents:
- To monitor signs that their children may be being bullied/harassed inside and outside of school.
- To speak to someone on staff at Evanston Gardens Primary School if their child is being bullied or harassed, or they suspect that this is happening.
- To instruct their children to notify the school if they are bullied/harassed.
- To monitor the ongoing welfare/wellbeing of their child.
- To work with the school to resolve incidents of bullying or harassment.

REPORTING OF BULLYING/HARASSMENT
Incidents of bullying/harassment can be reported to any staff member by children and their parents. Any bullying/harassment incidences that are dealt with will be recorded and this record will be kept. A record of these incidents will be maintained and monitored so that any patterns or practice of behaviour by any group or individual can be monitored.

RESPONDING TO REPORTED INCIDENCES OF BULLYING/HARASSMENT
When a bullying/harassment incident is reported or observed we may use any of the following actions after an assessment of the situation by the teacher, school counsellor or the principal:
- Talk to the children involved about the incident and remind them that such behaviour is not acceptable. After discussion with the victim, determine how they would like to proceed. If they indicate their willingness, act as a mediator so that the victim is able to tell their story.
- Monitor the behaviour of the children involved following this discussion. The victim may also need support to develop skills to deal with incidents that may occur in the future. This could be done through a ‘what if ...’ discussion with the victim and lead to assertiveness development, managing feelings or strategies for specific situations. Discussion with onlookers may also be needed so that they too can feel supported to take positive action in given situations.
- Have the bully/harasser write an apology to the victim and keep a copy.
- Have the bully/harasser write an agreement for future behaviour, which they present to the victim.
- Inform other staff of the incident and record it.
- Remind the bully/harasser of the consequences of further incidences.
- If the aggression is repeated or considered severe, separate the offending child from the group for Senior Staff to address appropriate consequences. Parents will be contacted.
- If the child continues to bully/harass, make an appointment to speak to the parents/carer. Remind them of the policy and ask for their cooperation in helping the child to stop bullying/harassing other children.
- If none of the actions succeed in stopping the child from being aggressive, he/she may be withdrawn - either from the playground or from the classroom for a period of time. A referral to the Regional Interagency Behaviour Management team may then happen.

The staff will be responsible for ensuring that incidences of bullying/harassment are dealt with as soon as possible after it is reported or observed and in a manner consistent with both this policy and the school's behaviour policy.

EVALUATION
We will evaluate our policy and procedures each year. They will be evaluated by:
- Noting if there has been a reduction in reported or observed incidences of bullying/harassment.
- Surveying students.
- Noting if there has been a change in the ethos of the school.
- Speaking to parents who have reported incidences to find out if the problem has been resolved.

In addition, we will place bullying/harassment as issues on our staff meeting agenda, as we do for OHS&W, so that we can regularly monitor our practices and procedures as well as incidents that need to be discussed by all staff.

REVIEW
Resolving concerns

Do you have any questions about this school or and concerns you would like to discuss? We would be happy to talk to you.

These are the steps you need to take:

Step 1  Identify your concern

Step 2  Find a person to speak to — your child’s teacher is a good starting point

Step 3  Make an appointment with the teacher—outside of classroom hours will be more convenient for the teacher.

Step 4  If the issue is not resolved, you may wish to speak to the Principal or School Counsellor. (Phone 8522082 for an appointment)

Step 5  If you would like to discuss the issue further, you may contact our Regional Superintendent, (phone 82568102 for an appointment).

Step 6  You may like to write to the Chief Executive of the Education Department, if you are still concerned about the issue. (They will expect that you have already been through the preceding steps)

Your rights:

You have a right to be supported at any meeting by a friend or representative from a support organisation. You can apply in writing for access to information held by the department through Freedom of Information delegates.

Remember, teaching and learning works best when there is a partnership between you and your child’s preschool or school. Your views, suggestions and complaints are important to us.