

## **Evanston Gardens School's Anti-Bullying Policy**

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### **At Evanston Gardens School we believe that:**

- Bullying is the systematic abuse of power
- Bullying is not simply about difference. It may occur because of people's inability to accept and value difference
- Bullying includes racist or sexual harassment or any other form of discriminatory behaviour
- Bullying is everyone's business
- Bullying can involve violence ( physical or verbal)
- The restorative process practice (no blame approach) can help reduce instances of bullying re occurring

# ***Anti-bullying Policy***

**At Evanston Gardens School  
we want all students to feel  
safe.**

Therefore we take bullying seriously. This policy explains what bullying is, how you can report it and what we will do to stop it happening.

If you would like further information about bullying or you would like to know anything else about our school, please contact us.

## ***A definition of bullying***

Bullying is deliberate, hurtful gestures, words or actions, which are repeated over time.

Examples of bullying are:

- Having your lunch money taken away
- Being left out of games or conversations often
- Being repeatedly hit or kicked
- Being bullied by SMS on mobile phones or through the Internet.

## ***What can you do about bullying?***

If you are bullied or you know of someone who is being bullied, please report it.

## ***To whom do you report it?***

Tell your teacher, SSOs, the School Counsellor the Principal or a professional counsellor in an outside agency. Tell your parents or caregivers too.

## ***How do you report bullying?***

Tell the trusted adult where the bullying happened, how often it has happened and what you have done to try to stop it happening.

## ***When do you report bullying?***

Report the bullying to a trusted adult as soon as it happens. Do not ignore it. When bullying is ignored it may get worse.

## ***What we do about incidents of bullying***

- We will listen and talk to the person who has been bullied and the person who has bullied others
- We will put negotiated consequences in place for the person who has been bullying others. These may include time out, take home, suspension or exclusion.
- We will use a process such as the 'Restorative Justice' to help everyone involved to improve their relationships with each other.

It is important to note that these steps may change. At Evanston Gardens School we do not use a 'one size fits all' approach. This is because each person is different and each incident of bullying is different.

## ***What we do at Evanston Gardens School to reduce bullying***

If an incident of bullying happens at Evanston Gardens School we use **prevention, intervention** and **post-intervention** strategies.

### **Prevention strategies include:**

- Using the curriculum to teach students about respectful relationships, explicitly teach and model positive relationships within the school
- Developing programs to help students participate and have a say in their learning.
- Teaching students about getting along, tolerance, conflict resolution, problem solving
- Developing policies, which promote student safety.
- Providing professional learning for staff in collaboration with local agencies

### **Intervention strategies include:**

- Counselling students who have been bullied.
- Talking with parents or caregivers about the situation.
- Putting consequences in place for those who bully others.
- Teaching students to be effective bystanders and reduce bullying.
- Ensuring that all staff know how to address bullying effectively and respectfully.

### **Post-intervention strategies include:**

- Monitoring the situation between the students to ensure that their safety and wellbeing are maintained.
- Talking with parents or caregivers about strategies.
- Reviewing our yard duty procedures to make sure they are effective. Reviewing and evaluating behaviour codes and policies.