

# ANTI BULLYING POLICY POLICY - CHILDREN

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*NQS: Quality Area QA2 Children's Health and Safety*

## POLICY STATEMENT

### 1. Values

All members of the Wilson Street Kindergarten community have the right to be in an environment free from fear, intimidation and harassment. All students have the right to feel safe and comfortable at Kindergarten and to be treated with understanding and respect by others. Bullying in any of its forms will not be tolerated in our Kindergarten community and will be treated seriously.

### 2. Legal Requirements

All Staff working with students have a duty of care to take reasonable steps to prevent students from foreseeable harm. This includes taking reasonable steps to prevent foreseeable physical or physiological harm occurring as a result of bullying.

All individuals (including children, teachers, workers and parents) have the right to be free of bullying and if bullied to be provided with help and support.

### 3. Scope

This policy applies to children, parents, staff, committee members, authorised persons, volunteers and students on placement working at Wilson Street Kindergarten.

### 4. Definitions

Behaviour guidance means assisting children to manage their behaviour. Guidance applies to all forms of behaviour not just the one labelled as "negative behaviour"

Bullying is an ongoing and deliberate misuse of power in relationships through repeated verbal, physical and/or social behaviour that intends to cause physical, social and/or psychological harm. It can involve an individual or a group misusing their power, or perceived power, over one or more persons who feel unable to stop it from happening.

Bullying can happen in person or online, via various digital platforms and devices and it can be obvious (overt) or hidden (covert). Bullying behaviour is repeated, or has the potential to be repeated, over time (for example, through sharing of digital records).

Bullying of any form or for any reason can have immediate, medium and long-term effects on those involved, including bystanders. Single incidents and conflict or a fight between equals, whether in person or online, are not defined as bullying.

The key features of Bulling are that it:

- Causes hurt and distress.
- Is repeated.
- Involves the use of power in an unfair way.

Bullying Behaviour:

Covert bullying: Covert bullying can be very difficult for someone outside of the interaction to identify. It can include hand gestures and threatening looks, whispering, excluding or turning your back on a person, restricting where a person can sit and who they can talk with. Social bullying (spreading rumours, manipulation of relationships, excluding, isolating) is often covert bullying.

Cyberbullying: Cyberbullying includes any form of bullying behaviour that occurs online or via a mobile device. It can be verbal or written, and can include threats of violence as well as images, videos and/or audio.

Physical bullying: Physical bullying includes hitting, pushing, shoving, kicking, spitting or intimidating or otherwise physically hurting another person, damaging or stealing their belongings. It includes threats of violence.

Racist/Intolerant: Slurs, Taunts, derogatory comments about victim's race, ethnicity or religion

Sexual bullying: Taunts about body parts and development; teasing about sexual orientation; unwanted/unsocial sexual attention from others, notes or pictures depicting sexual content.

Social bullying: This is sometimes called relational or emotional bullying, and includes deliberately excluding someone, spreading rumours, sharing information that will have a harmful effect on the other person and/or damaging a person's social reputation or social acceptance.

Verbal and written bullying: Verbal and written bullying includes name-calling or insulting someone about an attribute, quality or personal characteristic.

## 5. Procedure

The Approved Provider and Persons with Management and Control, the Nominated Supervisor, Persons in Day-to-Day Charge and all other staff are responsible for responding to incidents of bullying.

### Discouraging Bullying:

- Children are encouraged to help set the rules/limits, such as room rules and outside rules and rules for acceptable behaviour.
- Staff to be effective role models for the children and to guide children with positive reinforcement.
- Staff to be approachable and to teach the children empathy for each other and to understand what bullying is and that it is unacceptable.
- Staff to model cooperation and conflict resolution
- Teachers or Room leaders to observe, monitor and record the child's behaviour while respectfully and sensitively gathering information from the parents hopefully revealing some facts as to why the child is behaving in an unacceptable way.
- Teachers and room leaders will privately consult with the parents about the concerns and suggest to the parent that we work together for a positive, behavioural technique and plan that is suitable for home and can be followed through while the child is attending the centre.
- The Team Leader with the Educational Leader will develop a behaviour management plan detailing specific strategies that staff will put into practice immediately.
- Team Leader and Educational Leader in consultation with the Director and the child's parents seek outside professional support.
- Celebrate good behaviour
- Help support children to regulate their own behaviour
- Embed behaviour guidance into the program

### Signs of Bullying:

- Verbal notification to parent or staff member
- Physical Signs
  - Bruises, cuts and scratches
  - Torn clothes
  - Missing property
  - Poor eating or sleeping
  - Bed wetting
  - Complains about headaches or tummy aches
- Child may not want to attend kindergarten
- Child staying close to teacher
- Have difficulty asking or answering questions
- Stop taking part in activities/ learning experiences

- Emotional changes
  - Anxious
  - Nervous
  - Upset or unhappy
  - Angry
  - Withdrawn or secretive

Intervention:

- If all behaviour management strategies have been exhausted and the child is demonstrating bullying or aggressive behaviour, causing physical or emotional harm or distress to any child or staff member, the Director will communicate with the family to inform them that their child is to have some time away from the centre while outside professionals are consulted.
- To provide an environment where people who bully or are bullied feel they will be listened to.

Parents are responsible for:

- Reading and complying with this policy
- Notifying Staff if they believe bullying is occurring within the service

## **EVALUATION**

In order to assess whether the policy has achieved the values and purposes the proprietor (committee) will:

- Seek feedback regarding this policy and its implementation with parents of children participating at the service
- Ask staff to share their experiences and observations in relation to the effectiveness of this policy.
- Regularly review the policy and centre practices to ensure they are compliant with any new legislation, research or best practice procedures.

## **AUTHORISATION**

Endorsed by the Wilson Street Kindergarten Committee of Management on the 18<sup>th</sup> June 2021

## **REVIEW DATE**

This policy will be reviewed every three years and is next due for formal Committee review in term 2 2024, unless deemed necessary earlier.