



Kadina Preschool

Kadina Preschool Centre Bullying Policy

Purpose:

- To ensure that our Preschool environment is safe, inclusive, conducive to learning, free from harassment & bullying and respectful of all
- To define unacceptable bullying and harassment behaviours

Context:

Department of education and Child Development is accountable to the Minister for Education for safe, respectful learning environments.

At Kadina Preschool we expect all members of our community to support, respect and protect the rights of others to participate, work and learn in a safe environment free from bullying, harassment, discrimination, violence, or abuse of any form.

Bullying is defined by DECD as repeated verbal, physical, social or psychological behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons.

Harassment defined by DECD refers to 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, ability or disability and that offends, humiliates, intimidates or creates a hostile environment.

Scope:

Includes everyone within or connected to the Centre. This policy is inclusive of everyone and applies to all children, and all adults including parents and guardians, DECD staff, Tradespersons and Governing Council employees, persons from the wider community who enters the gates or communicates in any way with or about a member of our Preschool community.

Objectives:

- To provide a safe environment for all
- To provide an environment conducive to positive wellbeing, learning and work
- To ensure every member of our community takes responsibility for their own behaviour
- To support and be an advocate for others who are vulnerable and at risk of harm or injury; whether psychological or physical
- To educate children and model respectful, positive relationships, appropriate behaviour and conflict resolution towards others

Roles and responsibilities of staff

- Listen to all involved
- Help children to appropriately assert themselves and resolve the problem
- Teach all children about Centre values and Centre expectations when appropriately dealing with conflict and/or anger
- Educate all children about respecting themselves and others
- Inform parents/carers of all children concerned if an incident occurs, and discuss how the problem has been addressed
- Seek parent and staff partnerships to remain a strong, cohesive and supportive team

- Consequences for unacceptable behaviour to include discussion, limited choices, children repairing any damage caused, and incorporating Social Justice strategies
- Devise behaviour plan and put in place if necessary after consultation with parents and all staff
- Staff training as necessary to facilitate supporting positive behaviours
- Ensure that programs meet the child's developmental, social, emotional and cognitive needs
- Ensure all staff members have access to training opportunities

Roles and responsibilities of parents/carers

- Ensure communication between home and Preschool to remain open and inclusive
- To follow up with staff regarding bullying incident
- To ensure continuity of agreed plans of action between Preschool and home environments
- Report any incidences that may affect child's behaviour at Preschool. This may include but is not limited to; access visits, bereavements and sibling rivalry
- Parents/Caregivers have the ethical responsibility to act appropriately and deal with issues as per our grievance procedure

Roles and Responsibilities for children

- Children will support the Preschool in maintaining a safe and supportive environment when they are respectful towards themselves, other children, staff and members of the Community and the Preschool environment and materials.

Procedure Details

Unacceptable behaviour includes but is not confined to; bullying or harassment (as defined above), discrimination, intentional physical force actual or threatened, provoked or unprovoked.

Bullying and harassment may include hitting, kicking, teasing, threats, name calling, text messages, use of social media, gestures, standover tactics, rumours, putdowns, physical, verbal or nonverbal sexual conduct. It includes indirect as well as direct misuse of power, threat, or continuance over time.

If parents suspect that their child is bullying or is being bullied at Kindy, this must be brought immediately to the attention of staff and not by confronting children suspected of being involved. It is staff responsibility to address behavioural issues in consultation with parents/caregivers.

In the event of your child being bullied, please stay calm, listen to your child and reassure your child that telling is the right thing to do and that something will be done about the situation to make it safe.

Staff may document observed child or adult behaviours that are considered unacceptable to support any consequent reports which are made in addressing bullying or harassment issue.

Issue Number: 3

Issue Date: September 2016

Review Date: September, 2018

Signed: _____

Chairperson - Governing Council

Director