



Anti-Bullying Procedure

Roxby Downs Kindergarten is committed to providing a happy, caring and safe learning environment for all children and staff that is free from any form of bullying or harassment. Bullying is defined as the persistent physical, verbal or emotional abuse of another child, group of children, or adult. Bullying includes racist or sexual harassment or any other form of discriminatory behaviour. Bullying at kindergarten may involve physical, verbal, psychological, or sexual harassment, and/or social exclusion. Harassment is unwanted and unwelcome behaviour that is usually but not always repeated.

Bullying:

- May be done directly (eg, face-to-face) or indirectly (eg, through social media)
- Involves the misuse of power and may be motivated by jealousy, distrust, fear, misunderstanding or lack of knowledge
- Has an element of threat
- Can continue over time
- May be hidden from adults
- Will be sustained if adults and peers do not take action
- Can have long term effects on those involved including bystanders
- Is a problem both for perpetrator and victim alike.

At Roxby Downs Kindergarten bullying is unacceptable in any form. All alleged incidents of bullying or harassment are taken seriously and investigated promptly.

Anti-Bullying procedure

Educators will:

- Teach children about care and respect for themselves and others
- Teach children about dealing with conflict and anger
- Teach children to recognise unfair behaviours
- Teach children strategies for taking action against unfair behaviours
- Teach children helpful learning dispositions such as resilience
- Provide strategies for children to develop problem solving, negotiation and conflict resolution skills
- Reinforce to the child that it is the behaviour (and not them) that is not okay
- Talk with children involved and help them solve the problem.

When behaviour is unacceptable and recurring, educators will work in partnership with the parent/carers and the child concerned (both victim and perpetrator) to work out a suitable strategy for management.

- The parent/carer and educators will initially discuss the areas of concern and try to discover a possible cause
- Discuss with the parent/carer of the child who has been bullying, the situation and strategies for managing the behaviour
- Discuss the situation with the parent/carer of the child who has been bullied and offer reassurance that the situation is being dealt with
- The parent/carer will be reassured that it is the behaviour and not the child that is inappropriate and unacceptable
- Monitor behaviour

Workplace Bullying

Examples of workplace bullying include: verbal abuse, isolation of an employee, belittling someone because of their opinions, intimidation, etc. Where workplace bullying or harassment is occurs between adults (ie, educators and / parents/carers) is suspected the

Director will:

- Identify those people involved
- Keep records of what happened, when it happened and who might have witnessed it
- Follow the Grievance Policy and Procedure
- Recommend the DECD nominated Counselling Services to DECD educators
- Monitor behaviour

Additional support for advice and practical help will be sought from services available with the Department of Education and Child Development and outside agencies if needed.