

Anti-Bullying

Policy Statement

We aim to provide a safe and positive environment where individual differences and diversity is respected and accepted. All forms of bullying will not be tolerated.

Policy Considerations

- Children and Young Persons (Care and Protection) Act 1998
- Children and Young People Act 2008 (ACT)
- United Nations Convention on the Rights of the Child
- National Quality Standards/Elements: 2.2 (Safety), 5.2 (Relationships between children)
- Kids Biz OSHC Behaviour Management Policy

Types of Bullying

- Physical: Pushing, kicking, hitting, pinching, damaging/stealing/hiding personal property, threats, intimidation
- Verbal: Name calling, sarcasm, spreading rumours, persistent teasing
- Emotional: Excluding, tormenting, ridicule, humiliation
- Racist: Racial taunts, graffiti, gestures
- Sexual: Unwanted physical contact or abusive comments
- Cyber/SMS: Sending inappropriate messages by internet or mobile phone

Signs of Bullying

Children may:

- Be unwilling to attend school/childcare
- Feel ill in the mornings
- Start doing poorly at school
- Become withdrawn, lack confidence
- Become distressed and anxious, stop eating
- Have nightmares
- Have their possessions go missing
- Refuse to say what's wrong
- Have bruises, cuts or scratches
- Become aggressive and unreasonable

Prevention Strategies

- Bullying will be managed by involving all children, staff and parents.
- Age appropriate skills and strategies will be implemented to empower staff, children and parents to recognise and respond appropriately to bullying.
- Staff will watch for possible signs of bullying.
- Kids Biz will provide opportunities for children to talk and express their feelings about issues.

Reporting

- Children will be encouraged to report all incidents of bullying to staff, even if they are not directly involved.

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- Parents can report incidents of bullying by email, phone or in person.

Responding

- All bullying incidents will be recorded and the individuals involved will remain confidential.
- All individuals involved in the incident will be interviewed, including witnesses.
- Parents of children involved will be contacted and consulted on the appropriate strategies to prevent bullying behaviour.
- A follow up meeting will be held with the parents to discuss progress and address any concerns.
- If bullying continues and supporting strategies are ineffective, disciplinary action may occur at the Director's discretion.
- After an incident staff will sit down with all the children at the service and discuss bullying, signs of bullying and positive approaches for dealing with bullying.
- After an incident the Coordinator will refresh staff on the signs of bullying, what they can do to prevent bullying and the correct procedure for responding to an incident.

Staff Responsibilities

All staff will:

- Model appropriate behaviour at all times.
- Monitor children for possible signs of bullying.
- Follow the set procedure for every reported and observed incident of bullying.
- Record every reported and observed incident of bullying.
- Acknowledge and follow-up any concern parents express regarding their child being bullied.

Resources

- Bullying NoWay website: <http://www.bullyingnoway.com.au>
- Kids Matter website – An Australian Primary Schools Mental Health Initiative: <http://www.kidsmatter.edu.au/primary>

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