



MADGE SEXTON KINDERGARTEN

QUALITY AREA 5: RELATIONSHIPS WITH CHILDREN

Policy 21: Bullying & Harassment

PURPOSE

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

CONTEXT

The Department for Education is accountable to the Minister for Education for safe, respectful learning environments. At Madge Sexton Kindergarten 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 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. Cyber bullying refers to bullying through information and communication technologies such as the internet and mobile phones. Harassment 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

Everyone within or connected to the centre i.e. this policy applies to all children, and all adults including parents and guardians, Department for Education staff, Tradespersons and Governing Council employees, anyone from the wider community who enters the gates or communicates in any way with or about a member of our kindergarten community.

OBJECTIVES

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

PROCEDURE DETAILS

Unacceptable behaviour includes but is not confined to, bullying or harassment as defined above, discrimination, intentional physical force either actual or threatened, either provoked or unprovoked. Children are told that they have the right to feel safe and happy every time they come to Kindy and encouraged to communicate to their educators, peers and family members when they are not feeling this way so that we can resolve the problem.

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, a bystander or is being bullied at Madge Sexton Kindergarten, this must be brought to the attention of staff and not by confronting children suspected of being involved. It is the staff team's responsibility to address behavioural issues. Please stay calm, listen to your child, 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 unacceptable child or adult behaviours observed to support any consequent reports which are made in addressing bullying or harassment issues.

Bullying or harassment between children will be dealt with by:

- Listening to all involved.
- Helping children to appropriately assert themselves and resolve the problem.
- Teaching all children about centre values, and centre expectations in appropriately dealing with conflict and anger.
- Teaching all children about respecting others and themselves.

- Informing parents of all children concerned of the situation and how it has been addressed.
- Seeking parent and staff partnership to consistently support children in meeting expectations of behaviour.
- Consequences for unacceptable behaviour may include supervised “thinking time” and coaching through appropriate behaviour and language, limited choices, children taking responsibility in repairing any damage, hurt or relationship. (Restorative and reconciliatory actions).
- Seeking Department for Education counselling or support services if required for children and/or families.
- Behaviour plan put into place if necessary in consultation with child, parents, and all staff.
- Staff training if necessary to facilitate supporting positive behaviours.
- Continued monitoring of all involved.

Bullying or harassment between adult and child will be addressed with the adult concerned and /or reported to Families SA as a Child Protection issue.

Bullying or harassment between adults: Grievance procedure advises that the issue be raised with the person/s involved. If this is not safely possible or is unsatisfactory in resolving the issue then a report will be made to Department for Education Regional Office, Equal Opportunity Commission, or Police as appropriate.

MONITORING, EVALUATION AND REVIEW

This Policy has been ratified by Madge Sexton Kindergarten Governing Council

Date: August 2018

This Policy will be reviewed by Governing Council and Regional Office

Date: August 2020

Associated Documents:

- Equal Opportunity Act (SA 1984)
- Disability Discrimination Act (Commonwealth 1992)

Department for Education Policies:

- Child Protection (1990)
- Antiracism (1990)
- Students with disabilities (2006)
- Protective Practices for Staff
- Reducing bullying in schools
- Mandatory Notification

Resources

- DECD Parent Helpline 1800 222 696
- www.decd.sa.edu.au > Parents and Community > Health and wellbeing > bullying and harassment.
- CYWHS parent helpline 1300 364 100