

ANTI BULLYING

AIM

The aim of the service's Anti-Bullying Policy is to ensure that Forbes Children's Centre is a safe environment, free from bullying, for all children and members of the community.

Definition

- Bullying involves one or more persons exerting power or dominance over another or others.
- Bullying behaviour is deliberate, unwelcome, uninvited and usually repeated.
- Bullying involves behaviour which is physical, verbal, psychological or social/relational.
- Bullying includes a wide range of conduct that causes another person to feel embarrassed, offended, hurt, humiliated, insulted, ridiculed, angry or afraid.
- Bullying can have a serious long-term effect on the health and wellbeing of those being victimised.

Objectives

- To reduce the incidence of bullying.
- To create a supportive climate and break down the secrecy surrounding bullying.
- To provide staff and those using the Centre's services strategies to respond to bullying.

IMPLEMENTATION

PREVENTATIVE MEASURES TO ADDRESS BULLYING

Children utilising childcare and preschool services

The curriculum will include educating Children about bullying including;

- What it is and types of bullying behaviour,
- Why it is an unacceptable behaviour.

Parents of children utilising childcare and preschool services

All parents will be informed that the Centre has an anti-bullying policy.

All employees (including volunteers) of the Centre

Upon induction all employees will be explained this Centre is an anti-bullying workplace and outlined the relevant policies and procedures for identifying, reporting and dealing with and preventing bullying behaviour.

OHS & W policies will be reviewed and updated to ensure they reflect the Centre's anti-bullying status.

Adults and Children accessing non-Childcare services and facilities provided by the Centre

The start of all non-Childcare services and facilities provided by the Centre will include mention of the Centre's anti-bullying policy.

Children Services professional visiting the Centre but not directly employed by it

All professionals visiting the Centre to participate in or facilitate programmes will be informed of the anti-bullying policy.

PROCEDURES TO RESPOND TO INSTANCES OF BULLYING

Children utilising childcare and preschool services

If a child feels they are being bullied or have witnessed bullying behaviour they should:

- Tell the person that they are being a bully and to stop the behaviour.
- Support the person who is being bullied and request help from an educator at the time of the incident.
- Report behaviour to an educator of the child's choice.
- Refrain from bullying others.

Parents of children utilising childcare and preschool services

If a parent feels they are being bullied or have witnessed bullying behaviour they should:

- Follow the grievance procedure of the Centre.

Where a person's child has been victim to or perpetrated bullying behaviour, the parent will:

- Encourage children to discuss the effects and consequences of bullying.
- Encourage children to report any incidents of bullying.
- Contact the Centre if you are aware that any child is being bullied or suspect that it is happening.

All Staff (including volunteers) of the Centre

If a child reports a bullying incident or an educator witnesses incidents of bullying, they should:

- Listen and provide support to the target of the bullying by acknowledging the nature of and seriousness of bullying behaviour.
- Find out the background and attempt to resolve the incident.
- Record and monitor incidents of bullying behaviour and fill out a report form if appropriate
- Refer the incident to the Director if necessary.
- Encourage target child to report similar behaviour if repeated.
- Put in place anti-bullying procedures as appropriate: e.g. ask the perpetrator to acknowledge the behaviour and agree to stop it.
- An educator will contact parents/caregivers from both sides to discuss what has happened, any plans that have been implemented and offer a time should it be required to sit down, discuss and work in partnership for positive outcomes for all involved.

Further Information

www.cybersmart.gov.au

Evaluation:

This policy will be viewed to be effective when all staff have an understanding of their roles and responsibilities and enrich the curriculum in strategies on how to deal with bullying and child protection.

National Quality Standards:

5. Relationships with children

5.2.2- Each child is supported to understand how their actions affect others

Record of Policy Adoption and Amendment:

Version	Date	Details	Author	Approver
1.0	August 2012	Policy adopted in consultation with Staff and Policy Review Committee.	S.Quihampton	Governing Council

Review: To be reviewed at least annually by the Assistant Director and any recommended amendments endorsed by the Policy Review Committee.

Source:

Cyber smart DECD Policy
Bullying, Harassment and violence DECD guidelines