



# Blackwood Kindergarten Bullying & Harassment Policy

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

**CONTEXT** DECD is accountable to the Minister for Education and Child Development for safe, respectful learning environments. At Blackwood 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, DECD 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 well being, 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 (see also behaviour guidance policy)
- 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. 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, is a bystander, or is being bullied at kindy, this must be brought to the attention of staff and not by confronting children suspected of being involved. It is staff 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 DECD 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 the Education Director Richard Costi in the first instance and, DECD Central Office, Equal Opportunity Commission, or Police as appropriate

## MONITORING, EVALUATION AND REVIEW

This Policy has been ratified by Blackwood Kindergarten Governing Council

SIGNED Chairperson Kai Leong

Director Sue Caldicott

Date 20/10/2015

This Policy will be reviewed by Governing Council

Date OCT 2016

### Associated Documents

Equal Opportunity Act (SA 1984)

Disability Discrimination Act (Commonwealth 1992)

DECD Policies: Child Protection (1990)

Antiracism (1990)

Students with disabilities (2006)

Protective Practices for Staff

Reducing bullying in schools

Mandatory Notification

DECD Parent Helpline 1800 222 696

[www.decd.sa.edu.au](http://www.decd.sa.edu.au)>Parents and Community>Health and well being>bullying and harassment.

CAFHS parent helpline 1300 364 100