

EDEN HILLS



Kindergarten

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## Bullying and Harassment Policy 2016

### PURPOSE

- To ensure that our kindergarten environment is safe, inclusive, conducive to learning, free from harassment & bullying, and safe for children, families, and educators
- To define unacceptable bullying and harassment behaviours.

### CONTEXT

- At Eden Hills 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 deliberate, 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.

### WHO NEEDS TO ABIDE BY THIS POLICY?

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 members, 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 everyone.
- To provide an environment conducive to wellbeing and learning.
- That every member of our community takes responsibility for their own behaviour.
- To support and to advocate for individuals who are vulnerable and at risk of harm or injury whether psychological or physical.
- To teach and to model respectful, positive relationships and appropriate behaviour.
- To teach and model conflict resolution.
- 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, threats, or continuance over time.

*If parents suspect that their child is bullying, a bystander or is being bullied at kindergarten, this must be brought to the attention of educators and not by confronting children suspected of being involved. It is the educators responsibility to address behavioural issues. Please stay calm, listen to your child, and reassure your child that telling you was the right thing to do and that something will be done about the situation to make it safe.*

Educators 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
- Informing parents of all the children concerned of the situation and how it is being addressed
- Intentional teaching of all children about the behavioural expectation, and expectations of dealing appropriately with conflict and anger (as detailed in the *Interactions with Children Policy*)
- Intentional teaching of all children about respecting others and themselves
- Seeking parent and educator partnership to consistently support children in meeting expectations of behaviour
- Seeking DECD counselling or support services if required for children and/or families

- Putting into place an Individual Behaviour Plan if necessary, in consultation with the child, parents, and all educators
- Educator training if necessary to facilitate supporting positive behaviours
- Continued monitoring of all involved

***Bullying or harassment between an adult and a child:***

- will be addressed with the adult concerned and /or reported to Families SA as a Child Protection issue

**Bullying or harassment between adults will be dealt with by:**

- raising with the persons involved. If this is not safely possible or is unsatisfactory in resolving the issue then a report will be made to DECD Regional Office, Equal Opportunity Commission, or Police as appropriate

**References**

Eden Hills Kindergarten Bullying Policy March 2015

<http://www.decd.sa.gov.au/speced2/pages/bullying/>

Protective Practices for Staff, Responding to Abuse and Neglect

(<http://www.decd.sa.gov.au/speced2/pages/childprotection/legislationPolicies/>)

Department for Education and Child Development Bullying page

(<http://www.decd.sa.gov.au/speced2/pages/bullying/>)

DECD Parent Helpline 1800 222 696

CYHS parent helpline 1300 364 100

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