

D-21: ANTI-BULLYING

POLICY STATEMENT

We believe every child has a right to feel safe and secure in the before and after school care environment. We view any intimidating behaviour from one child to another as an act of bullying. It is the aim of the centre to encourage and support the victim to deal with bullying situations and provide clear consequences for those who bully.

DEFINITION

Bullying can be defined as intentional, repeated behaviour by an individual or group of individuals that causes distress, hurt or undue pressure.

Bullying behaviour can be:

1. **Verbal** e.g. name calling, teasing, abuse, put downs, sarcasm, insults, threats
2. **Physical** e.g. hitting, punching, kicking, scratching, tripping, spitting
3. **Social** e.g. ignoring, excluding, ostracising, alienating, making inappropriate gestures
4. **Psychological** e.g. spreading rumours, hiding or damaging possessions, malicious SMS and email messages, inappropriate use of camera phones.

RESPONSIBILITIES

The centre has a responsibility to:

- Keep adequate records of all bullying incidents
- Inform staff, children and families about the centres Anti-Bullying Policy and Child Management Policy
- Work with the families of the victim to assist their child in avoiding being bullied in the future
- Provide children with strategies that assist them in developing ways to deal with bullying behaviour, including responsibilities of witnesses
- Communicate with families information that fosters appropriate behaviour and consequences for bullying behaviour

Staff have a responsibility to:

- Model caring and tolerant behaviour
- Listen and respond to reports of bullying
- Protect bullying victims from further harm
- Act to stop bullying behaviour recurring.

Children have a responsibility to:

- Learn and follow the centres rules and code of conduct
- Inform staff of bullying situations
- Intervene where possible when witnessing others being bullied

Families have a responsibility to:

- Become familiar with the centres Anti-Bullying Policy and assist their children in understanding bullying behaviour
- Support their children and the centre in implementing positive responses to incidents of bullying behaviour.

Date Endorsed: Oct 2006, Oct 2009

Date for Review and Evaluation: Oct 2011