



BALLARA PARK KINDERGARTEN



ANTI BULLYING POLICY AND PROCEDURE

To be read in conjunction with our Behaviour Code.

A very important curriculum goal at Ballara Park Kindergarten is that children at a very young age begin to develop strong social and emotional skills in order to be successful at school and in life. We want children to be confident in their learning, to begin to develop friendships, be empathetic, appreciate and respect difference and to take steps towards self control. Our daily interactions with children support this philosophy.

We teach children that everyone needs to be safe at kindergarten.

This means that children are explicitly taught that it is never OK to hurt, frighten, tease, harass or call others names.

We believe that this message needs to be reinforced at home to be truly effective.

Bullying can have both short and long term consequences for the wellbeing of the victim, including withdrawal, anxiety and depression. Without intervention, bullies are likely to continue their aggressive behaviour which becomes harder to change as they get older.

What do we do about bullying?

- We work with parents to address concerns
- We have clear behaviour management practices, rules and routines.
- We work with the children on a one to one basis and in groups to reinforce that hurting others is unacceptable
- We reinforce to the child, that it is the behaviour [and not them] that is not OK.
- We teach other strategies such as assertive behaviours.
- We ensure that staff are trained to recognise bullying and work together to manage challenging behaviours.
- We ensure that strategies used are appropriate to the child's age and understanding.
- We ensure that children at risk are carefully supervised.

Our Anti Bullying Procedure:

- If behaviours are challenging, the director will notify parents and have an initial discussion.
- Staff and parents will develop a plan to support the child both at kindergarten and at home.
- We will review the identified strategies on a regular basis to assess progress toward desired behaviours.
- We will seek outside support from other agencies if necessary.

This policy has been developed and endorsed by the staff and Governing Council. It is reviewed every three years or as necessary.

Last review and endorsement 31st July 2012