

Bullying actions are unacceptable and will not be tolerated at Renmark Children's Centre.

DEFINITION OF BULLYING

Bullying is when an individual or group deliberately sets out to hurt or harm others. The hurt/harm can be physical or aimed at the person's feelings.

BULLYING IS

- A repeated, unjustifiable behaviour.
- May be physical, verbal and/or psychological.
- Intended to cause fear, distress or harm to another.
- Conducted by a more powerful individual or group against a less powerful individual or group.

Our centre community members *(children, staff, parents/caregivers, volunteers and visitors)* have the right to feel safe in our centre.



BULLYING CAN BE

DIRECT	INDIRECT
PHYSICAL	
<ul style="list-style-type: none"> • Hitting • Pushing • Punching • Throwing • Kicking • Spitting 	<ul style="list-style-type: none"> • Getting another person to hurt someone • Theft • Vandalism
VERBAL	
<ul style="list-style-type: none"> • Rumours • Teasing • Threatening • Name calling • Abusive or sexually suggestive language • Racial comments • Stereotyping 	<ul style="list-style-type: none"> • Spreading rumours • Trying to get other people not to like someone
NON PHYSICAL / NON VERBAL	
<ul style="list-style-type: none"> • Exclusion • Ignoring • Intimidating • Writing notes • Digital i.e. SMS, emails, photos, websites 	<ul style="list-style-type: none"> • Being a bystander • Hiding property

STAFF RESPONSIBILITIES

- Develop skills in children that empower them to take responsibility for themselves and their actions.
- Model appropriate behaviours at all times.
- Support others in dealing with incidents of bullying.

CHILDRENS RESPONSIBILITIES

- To model appropriate behaviours.
- To help someone who is being hurt or harmed by seeking staff help.
- To treat others with respect and dignity.

PARENT/CAREGIVER/ COMMUNITY MEMBER RESPONSIBILITIES

- Model appropriate behaviours at all times.
- Inform the centre if a bullying incident occurs within the centre or the police if bullying occurs out of the centre.

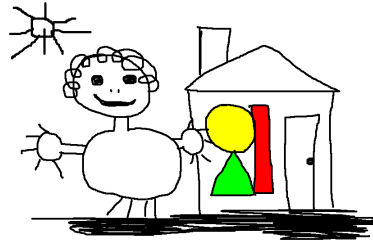
APPROPRIATE RESPONSES TO BULLYING INCLUDE

- Telling the person who is bullying to stop. State clearly that the behaviour is unwelcome and offensive.
- Ignore them and walk away. Seek help.
- Talk to someone you trust.
- Report it to a member of staff or an adult.
- Do not retaliate with physical or verbal abuse.
- Supporting someone who is being bullied by being his or her friend.

Always try to communicate with the centre, and talk with your family and/or support network about how to resolve bullying issues.



'Bright Start Bright Future'



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This document is in line with our Behaviour Guidance Policy.

Renmark Children's Centre

Anti-Bullying Policy

We provide high quality care and education to children and their families from a diverse multicultural, rural community in a vibrant, responsive, integrated early childhood centre.

Our values:

Respect

Persistence

Partnerships

Accountability

Reviewed: January 2017