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**

<table>
<thead>
<tr>
<th>DIRECT</th>
<th>INDIRECT</th>
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<tbody>
<tr>
<td>PHYSICAL</td>
<td>- Getting another person to hurt someone - Theft - Vandalism</td>
</tr>
<tr>
<td>VERBAL</td>
<td>- Spreading rumours - Trying to get other people not to like someone</td>
</tr>
<tr>
<td>NON PHYSICAL / NON VERBAL</td>
<td>- Being a bystander - Hiding property</td>
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</table>

**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.

**CHILDREN’S 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.

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

Developed November 2011