ANTI – BULLYING POLICY

At Crystal Brook Kindergarten we are committed to providing an environment that fosters ‘a strong sense of wellbeing’. Bullying and harassment are unacceptable. We believe all children, parents and staff have the right to feel safe.

The ‘negative’ behaviour we see in very young children who are beginning to socialize with others can develop into harmful bullying as children develop. Behaviours young children may display include biting, pushing, taking others’ toys and hitting. These behaviours in isolated instances are not bullying, but without intervention it can develop to be persistent and intimidating to others, this is bullying.

Through the centre curriculum and education programme we will support children to learn appropriate social behaviours by:

- Modeling appropriate behaviour
- Programme and plan learning activities in line with ‘Keeping Safe: Child Protection Curriculum’.
- Implement the ‘Playing and Learning to Socialize (PALS)’ learning programme.
- Report and record incidents of violence and bullying in the ABC Behaviour Book or through IRMS, as in accordance with our Behaviour Management Procedure.
- Work with parents and guardians to develop learning plans that will assist all parties concerned.
- Provide supervision in all areas of the centre where children are engaging in activities. E.g. children do not tend to the chooks or secret garden without a staff member. This assists staff to praise children for positive behaviour and intervene with negative behaviours.
- Develop relationships with children and their families to encourage effective communication and partnerships.

Parents are encouraged to:

- Raise their concerns to staff, following grievance procedures. This can be carried out through verbal conversation or writing.
- Work in partnership with educators to develop learning plans to implement at the centre and home.

The process will be documented by using the below template.

Staff and parents need to familiarize themselves with the centres Grievance and Behaviour Management Procedures.

Policy Developed – 2012
To be reviewed – 2014

Signed Director      Signed Governing Council Chairperson

___________________________    ____________________________
Date:________________
Crystal Brook Kindergarten
Record of concerns/complaints

Date: ______________________
Concern raised by: ______________________
Contact phone number: ______________________
Subject: _______________________________________________________________________
Staff Member recording the concern: ______________________
Details: _______________________________________________________________________
_____________________________________________________________________________
_____________________________________________________________________________
_____________________________________________________________________________
Actions: _______________________________________________________________________
_____________________________________________________________________________
_____________________________________________________________________________
Contact to be re-established on: __________ at: ______________________
Details: _______________________________________________________________________
_____________________________________________________________________________
_____________________________________________________________________________
Actions: _______________________________________________________________________
_____________________________________________________________________________
_____________________________________________________________________________
Contact to be re-established needed Yes - on: __________ at: ______________________
No -
Conclusion: ___________________________________________________________________
_____________________________________________________________________________
_____________________________________________________________________________

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