ANTI-BULLYING

Bullying, harassment and violence are hurtful and destructive. Physical bullying can be seen, where cyber bullying happens behind the scenes. Bullying, harassment and violence continue to be issues of concern for Parents/Caregivers. Bullying, harassment and violence are not acceptable at this service and will be dealt with seriously and swiftly. The service will work with the OSHC community and other services and agencies to support children to being responsible and productive members of the community.

Definitions:

-Bullying

Bullying is repeated verbal, physical or social behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons. Cyber-bullying refers to bullying through information and communication technologies. Conflicts or fights between equals and single incidents are not regarded as bullying. Bullying in any form or for any reason can have long-term effects on those involved, including bystanders.

-Discrimination

Discrimination can occur when people are treated less favourably than others because of their race, culture or ethnic origin; religion; physical characteristics; gender; sexual orientation; marital, parenting or economic status; age; and/or ability or disability. Discrimination is often ongoing and commonly involves exclusion or rejection.

-Harassment

Harassment is behaviour that targets an individual or group due to their identity, race, culture or ethnic origin; religion; physical characteristics; gender; sexual orientation; marital, parenting or economic status; age; and/or ability or disability, and that offends, humiliates, intimidates, or creates a hostile environment. Harassment may be an ongoing pattern of behaviour, or it may be a single act.

-Violence

Violence is the intentional use of physical force or power, threatened or actual, against another person/s that result in harm, injury or in some cases death. Violence may involve provoked or unprovoked acts and can be a single incident or can occur over time.

Procedure:

-Educators will engage in professional development sessions through the service with a focus on how to handle bullying and harassment among children.

-Anti-bullying and harassment messages and strategies will be incorporated into the service's learning and development program.

-Children will be encouraged to follow the child grievance procedure.

-The service will make available information to families and children which will inform them of our anti-bullying policy and strategies they can implement if they are being bullied or harassed or if they see bullying or harassment occurring.

-Educators will maintain a bully log to record and track instances of bullying amongst children.

-Educators must role model appropriate interactions to children.

-If harassment, occurs the child being harassed has the right to ask for it to stop, educators will encourage and empower the child to do this.

-If the harassment, continues the child then needs to report it to an educator. The educator is then responsible for making sure the situation is dealt with as soon as possible and in an appropriate manner.

QUALITY AREA 4: STAFFING ARRANGEMENTS		
4.2	Professionalism	Management, educators and staff are collaborative, respectful and ethical.
4.2.1	Professional collaboration	Management, educators and staff work with mutual respect and collaboratively, and challenge and learn from each other, recognising each other's strengths and skills.
4.2.2	Professional standards	Professional standards guide practice, interactions and relationships.

EDUCATION AND CARE SERVICES NATIONAL REGULATIONS	
168	Education and care services must have policies and procedures

Policy reviewed	Previous modifications	Next review date
26/10/2021	NO CHANGES	2022