Anti-Bullying Policy

Aims
The aim of this policy is to ensure that Margaret Lohmeyer Kindergarten is a safe environment, free from bullying, for all children and members of the community.

Discussion
Discuss with students at regular times throughout the year (and as required):
What is bullying; What might it look like at kindergarten; How to respond

Definition
• Bullying involves one or more students exerting power or dominance over another or others.
• Bullying behaviour is deliberate, unwelcome, uninvited and usually repeated.
• Bullying involves behaviour which is physical, verbal, psychological or social/relational.
• Bullying includes a wide range of conduct that causes another person to feel embarrassed, offended, hurt, humiliated, insulted, ridiculed, angry or afraid.
• Bullying can have a serious long-term effect on the health and well being of young people.

Objectives
• To reduce the incidence of bullying.
• To create a supportive climate and break down the secrecy surrounding bullying.
• To provide staff, students and parents with options to respond to bullying.

Students
If a child feels they are being bullied or have witnessed bullying behaviour they should:
• Tell the person that they are being a bully and to stop the behaviour.
• Support the person who is being bullied and request help from a teacher at the time of the incident.
• Report behaviour to a staff member of the child’s choice.
• Refrain from bullying others.

Teachers
If a child reports a bullying incident or a teacher witnesses incidents of bullying, they should:
• Listen and provide support to the target of the bullying by acknowledging the nature of and seriousness of bullying behaviour.
• Find out the background and attempt to resolve the incident.
• Record and monitor incidents of bullying behaviour and fill out a report form if appropriate
• Refer the incident to the director if necessary.
• Encourage target student to report similar behaviour if repeated.
• Put in place anti-bullying procedures as appropriate: eg. Ask the perpetrator to acknowledge the behaviour and agree to stop it.
• Determine the stage and at which parents/carers should be contacted.
• Seek advice from professionals if required.

Parents and Caregivers
• Encourage students to discuss the effects and consequences of bullying.
• Encourage students to report any incidents of bullying.
• Contact the kindergarten if you are aware that any child is being bullied or suspect that it is happening.
• Become involved in communication with staff if contacted.