

2.8 Anti-bullying Policy

The service has a duty of care to all children who attend as well as educators and staff who work within the service. The service is committed to providing a safe and caring environment, which fosters respect for others. This service will not tolerate bullying behaviours. We are committed to providing a supportive program for all stakeholders including targets, bullies, and witnesses.



Relevant Laws and other Provisions

The laws and other provisions affecting this policy include:

- *Education and Care Services National Law Act, 2010 and Regulations 2011*
- *Duty of Care*
- *Child Protection Act 1999 and Regulations 2000*
- *Family and Child Commission Act 2014*
- *National Quality Standard 5.2 Each child is supported to build and maintain sensitive and responsive relationships*
- *Policies: 2.1 - Respect for Children, 2.6 - Behaviour Support and Management, 3.10 - Observational Recording, 9.3 - Communication with Families, 9.5 - Complaints Handling.*



Procedures

Educators will:

- Model caring and tolerant behaviour towards children, parents, and other staff members.
- Manage all observed or reported incidences of bullying as set out in this policy under "Responding to a Bullying Incident",
- Carefully monitor children's behaviour while participating in any of the service's programs or activities.
- Encourage children to report any incidents of bullying that they are either involved in or witness.
- Protect the victim from further harm.
- Assist the bully to change his/her behaviour; and
- Keep a record of bullying behaviour by completing a service incident report.

Children will be encouraged to

- Report on any incidents of bullying that they are either involved in or witness.
- Help someone who is being bullied.
- Do everything they can to keep the play safe and happy; and
- Use the strategies that they have been encouraged to use to deal with a bullying incident.

Parents will be encouraged to

- Encourage their child to report if they are bullied.
- Watch for signs of bullying and speak to service educators if their child is being bullied or they suspect bullying.
- Work with the service in seeking a permanent solution.
- Model caring and tolerant behaviour when interacting with children, educators, or other parents; and
- Promote strategies that enable their child to feel empowered and confident if they must deal with a bullying incident.

Responding to a bullying incident

The service is committed to implementing positive and permanent solutions to bullying. Educators, children, and parents will work together to stop all bullying as part of the 'zero tolerance' approach.

In the event of an observed or immediately reported incident (either by witness, victim or third party), an educator, while such an incident may still be occurring, will implement the following procedures:

- Intervene, mediate, and discuss with the children involved and witnesses, an appropriate solution to the problem, including a back-up plan. Children are encouraged to use conflict resolution strategies.
- Implement the agreed upon solution and back-up plan if necessary; and
- Record incidents on appropriate forms.

For reports of repeat incidents (either by witness, victim or third party):

- Interview with Coordinator and parents notified. Appropriate report on incident and management details completed. Appropriate consequences for incident discussed and implemented; and
- Monitor and review implementation of consequences.

Further offences may result in suspension from the service. Re-entry will require an agreed behaviour contract.

DATE DEVELOPED	DATE RATIFIED	DATE REVIEWED	DATE RATIFIED
August 2018	August 2018	March 2021	May 2021
		Feb 2022	July 2022
		May 2025	May 2025