



## **Anti-Bullying Policy**

### **Definition**

Bullying is an act of aggression which involves:

- a desire to hurt
- hurtful action (can be physical, verbal, gestures or exclusion)
- a power imbalance
- repetition
- an unjust use of power
- evident enjoyment by the aggressor
- a sense of being oppressed on the part of the victim
- Bullying is a behaviour and will never be used to label a person

### **Aim**

The Preschool is committed to provide all staff and students with a working and learning environment free from all forms of bullying including racial, religious, physical and sexual. All students, staff and families are required to respect and abide by this commitment.

### **Strategies**

- Staff will address the issues around bullying behaviour with the children in age appropriate ways, by using stories and role-playing.
- If bullying behaviour occurs both the aggressor and the victim will be supported appropriately.
- Children and families are encouraged to report any concerns about bullying behaviour.
- Incidents of bullying behaviour will be managed as per the Behaviour Guidance Policy and Procedures
- Staff will be responsible for responding promptly to any issues around bullying behaviour.
- If bullying behaviour is identified, both the family of the aggressor and victim should be notified. Refer to Communicating with Families Policy
- Refer to Extreme Behaviours Procedure if required.
- If families report concerns regarding bullying behaviour action will be taken to address the behaviour and support those involved.
- Information on bullying behaviour will be provided to families.

### **References:**

Bullying Among Young Children, a guide for teachers and carers.