

4.15 BULLYING

STATEMENT

Roseville Kids Care will ensure the safety and well-being of staff, children and visitors, within the centre and on excursions, through a zero tolerance to bullying.

CONSIDERATIONS

- Roseville Public School's Bullying Policy

IMPLEMENTATION

*"Every child is entitled to be safe."
(United Nations Charter)*

What is Bullying?

- Bullying occurs when someone acts aggressively towards another.
- It is a deliberate attempt to make someone feel uncomfortable or unhappy.
- It is usually a conscious desire to hurt, threaten or intimidate someone. This may be done physically, verbally or psychologically.
- Bullying might be:
 - nasty looks
 - name calling
 - put downs
 - teasing
 - excluding someone from your group or game
 - physically hurting someone
 - discrimination based on a person being different in some way.

Staff Responsibilities

- Model appropriate behaviour at all times
- Treat each report of bullying seriously, and act on the report promptly
- Communicate incidences of bullying to the coordinator who will communicate to parents when required (see further below).

What will happen to Bullies at Kids Care?

- Discussion with the Co-ordinator regarding the behaviour
- Official caution and opportunity for restitution

If the Bullying Continues

- Parent notification
- Opportunity for Counselling

If it still continues

- Parent notified & bully suspended
- Negotiated return to Kids Care

Roseville Kids Care's Code of Conduct for Acceptable Behaviour

- We all have a right to feel safe and happy at Kids Care.
- We all have a right to be treated with respect and dignity.
- Children have a right to play.
- All children will be treated fairly.

How to Handle a Bully

- Avoid the bully. Walk away. Never find yourself alone with the bully. Stay in sight of an adult. There is often strength in numbers.
- Use humour to deflect the bully eg. if you are being teased because you wear glasses you could say:
"Four eyes are better than two" or "I can see straight through you" or "You'll wear glasses some day too but I got them before you."
- Be firm and strong even if you don't feel it. Look the bully straight in the eye and stand up tall. Tell the bully:
"Get a life" or "Back off" or "You might think that but no-one else does" or "Stop it, leave me alone, take a running jump".
- Ignore the bully; pretend you don't hear the comment.
- Find a friend. Play with friendly children.
- Don't fight back physically. It gets you in trouble too.
- Tell the teacher.

If Your Child is Being Bullied

- Listen carefully to your child
- Assure your child that it is not their fault
- Stay calm
- Get accurate details
- Give your child some strategies to deflect the bully. Practice the strategies with your child.
- If your child is different on some way, help them to be proud of their differences but find some areas of similarity.
- If the problem persists seek assistance from the Co-ordinator.

If Your Child is the Bully

- Initially you will be defensive and unbelieving. This is natural.
- Find out all the facts preferably from Kids Care, telephoning other parents can stir up a lot of unnecessary concern.
- Talk to your child but do not blame them.
- Emphasise that bullying is not acceptable in our family.

- Role play alternative behaviours.
- Seek assistance from Kids Care, the school or health professionals.
- Be specific regarding consequences for continuing unacceptable behaviours.
- Reward appropriate behaviour and effort.