



BULLYING AND HARRASSMENT POLICY

Rationale

At Elizabeth Park Preschool we believe that all members of the school community have the right to work, study, learn and play in a safe and non-threatening environment free from all forms of bullying. This includes violence and any form of sexual, racial, verbal and emotional harassment.

Bullying and harassment are any harmful behaviours that are unwanted, unwelcome or repeated and regarded as offensive by a victim. This can occur between students, staff, parents/caregivers or visitors. Bullying can be deliberate and harmful gestures, or words/ actions that are repeated over time.

Types of bullying and harassment:

Physical: fighting, kicking, punching, slapping, pushing, inappropriate touching and gestures, and invasion of personal space.

Sexual: any unwanted or unwelcome sexual behaviour that makes a person feel offended, humiliated or intimidated.

Racial: acts or communications that are intended to harass, intimidate or humiliate students, staff or visitors on account of race, colour or national origin that may cause emotional distress or prevent them from participating.

Verbal: name calling, offensive language, slander, talking behind others back, inappropriate text messaging, emails, Facebook messages, picking on others because of their appearance, age, religion, gender or disability.

Visual: offensive notes or material, graffiti, inappropriate hand, body and facial gestures.

Aim

The staff at Elizabeth Park Preschool aim to ensure that matters around bullying and harassment are dealt with in an appropriate and timely matter.

Implementation

The staff at Elizabeth Park Preschool will:

- Use prevention strategies by setting children up for a successful year with programs such as Play Is The Way, rules and routines and social education;
- Follow the bullying and harassment policy;
- Model anti-bullying strategies.

Approved by: Governing Council

Review date: August 2015

Next review: Term 3, 2018