



Moonta Kindergarten

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## Moonta Kindergarten Bullying and Violence Procedures Policy

The purpose of these procedures is to provide a systematic process to prevent violence and bullying at our site. This includes identification, assessment and control of bullying.

*Bullying is an imbalance of power.*

*Bullying can be physical, psychological, verbal or social.*

### Staff responsibilities:

- Model appropriate behaviour
- Plan to prevent bullying in consultation with staff and notify parents involved.
- Retain records of bullying behaviour, actions taken and consultation.
- When managing emergency violent situations, adapt and implement the DECS emergency guidelines.
- Monitor and review Bullying Policy on a regular basis.
- Record all incidents of workplace violence and bullying and report serious or recurring incidents to IRMS via District Director.
- Provide debriefing and access to support services following a violent situation.

### Parent responsibilities:

- Model appropriate behaviour
- Discuss problem with child
- Notify a Kindy staff member of the problem as soon as it appears
- DO NOT encourage violence as a suitable means of solving the issue
- Discuss different solutions of sorting out the problem

### All Staff will:

- Report incidents of violence or bullying to the Director.
- Implement/comply with planned preventative actions.
- Use grievance procedures.

### Records to be kept:

- Reoccurring incidents and relevant Violence/bullying prevention plans as per Moonta Kindergarten Site Behaviour Management policy.

Review – T2 2019

I \_\_\_\_\_ (name) acknowledge that I have read the Moonta Kindergarten Violence and Bullying policy. I understand its contents, and I agree to help my child to use appropriate behaviours while at the centre. I understand that the behaviour support policy will be used in conjunction with the violence and bullying policy if needed.

Signed \_\_\_\_\_

Childs Name \_\_\_\_\_

Date \_\_\_\_\_