At Hawthorndene Kindergarten everybody has rights and responsibilities.

We work together to develop responsibilities, rules and consequences which ensure the rights of all are respected.

At Hawthorndene Kindergarten we are developing skills to solve problems.

We are aiming to achieve the following practice:

😊 In kindergarten, if anyone, including the staff are upset or have a problem, we will talk it over and try to solve the problem.

😊 In solving the problem, we will not hurt, punish, criticize or put anyone down.

😊 We will always be willing to participate in a whole group discussion and anyone can ask for this to happen.
Rights

😊 Children
We all have the right to learn and play in a friendly, safe, supportive environment.

😊 Staff
We all have the right to teach in a friendly, co-operative, supportive environment.

Responsibilities

We all need to care for ourselves, others, the environment and property. Examples:
- To listen
- To help
- To try our best
- To encourage
- To be polite
- To make time for others
- To share equipment
- To help others belong
- To try to work out problems in a fair way
- To accept differences
- To be honest
- To look after each other
- To try to understand others
- To respect others
- To work and play safely
- To be on time
- To help others learn
- To co-operate
- To ask for help
- To have a go
- To ask for opinions and ideas

Consequences

Consequences for appropriate and inappropriate behaviour are logical. Inappropriate behaviours are talked through to work out solutions/resolutions.

For example:

Consequences for appropriate behaviour include:
- On-going positive feedback/reinforcement—one to one, small group and large group times
- Special award to add to group theme Mural
- Informing parents for positive support

Consequences for inappropriate behaviour include:
- Redirection to another activity
- Calming activities
- Repairing damage caused—including apology and restitution where necessary

Persistent disruptive behaviour:
- Children given time out in quiet place
- Children reflect on what was done, what rule was broken, and future behaviours
- After counselling, and restitution, there is re-entry into the play
- Explicit teaching of social skills

Bullying Policy

What is Bullying? Bullying is any behaviour that is:
- a deliberate and uninvited misuse of power by an individual or group over another individual or group.
- It is usually repeated and may take the form of verbal, physical or social behaviour.
- It is always harmful and may result in the victim being hurt or feeling humiliated, insulted, angry or afraid.

We aim to have an Bullying free Learning environment for students, parents and staff.

We aim to support all victims of bullying, and provide the kindergarten community with the following strategies should they feel they are the victim of bullying.

Children: If a child feels they are being bullied or they see one of their peers being bullied they should:
- Tell the aggressor to stop their behaviour
- Support the victim and seek help from a teacher

Teachers: If a child reports bullying to a teacher the teacher should:
- Provide support to the victim, find out information regarding the incident.
- Refer to consequences for inappropriate behaviour
- Make notes of the incident in incident folder and report to Director

Parents and Caregivers:
- Encourage children to reports incidents of bullying
- Contact the Director if you are aware of any bullying incidents.