

Brunswick Creche & Day Nursery aims to establish and maintain positive and open relationships with all parents of enrolled children. However, we understand that on occasion there may be times when a parent arrives at our Centre displaying aggressive, difficult or challenging behaviour. Our Centre is committed to maintain a safe workplace for all staff and visitors and ensure staff have the skills to safely prevent and de-escalate aggressive behaviours. Workplace violence can be any incident where a person is abused, threatened or assaulted whilst engaged in work.

Purpose

Our Centre aims to ensure that all staff members have skills and understanding of conflict resolution strategies to manage situations involving angry or aggressive parents.

Implementation

Parents have the right to make a complaint or report a concern to our Centre at any time. Complaints may be real or perceived, and of a serious nature or more trivial nature (but important to them) such as not being able to quickly find their child's shoes at the end of the day. However, on occasion a parent's feelings may escalate into anger or aggression, not necessarily due to the concern at hand, but due to other events or situations they have had to already deal with that day, or due to the effect of drugs or alcohol or mental health.

What is 'Aggressive Behaviour' or 'Workplace Violence'?

Within this policy, aggressive behaviour or workplace violence could include, but is not limited to:

- Verbal abuse and threats
- Intimidation and insults
- Angry and hostile behaviour
- Shouting and swearing
- Stamping feet

These behaviours could be caused due to:

- Frustration
- Intoxication
- Substance misuse or abuse
- Psychological imbalances or disturbances

Management will ensure that:

- Violence and aggression toward educators and/or staff is treated like any other hazard
- All staff are familiar with this policy and are provided with opportunities to review and modify this policy
- Staff are provided with training to learn skills to safely prevent and de-escalate aggressive behaviours- such as conflict resolution
- Staff involved in a situation involving an angry or aggressive parent will be provided time for a debrief session following the event with a supervisor and/or offered professional support
- Families are clearly informed, that any aggressive behaviour towards staff will not be tolerated
- Families are made aware of our *Grievance Policy* and *Code of Conduct* at time of enrolment of their child
- The name and telephone number of the person to whom complaints can be made is clearly visible at the centre

Nominated Supervisor/Educators/Staff:

Should a situation arise where staff are confronted by an angry/aggressive parent, they will:

- Remain calm
- Implement strategies to de-escalate the aggressive behaviours
- Establish whether or not this is a situation you should deal with on your own, or



- Advise the parent that you will get the Nominated Supervisor/appropriate person to come and speak to them
- Offer and encourage the parent to move into a private space away from children and other families (This may even be outside if the children are inside). If they ignore or refuse the invitation, begin moving slowly towards a private area
- If moving into a room with the parent, always ensure you have access to the exit door
- If you are continuing to deal with the situation but feeling uncomfortable, request another staff member to accompany you
- If you are feeling threatened or in danger at any time, request another staff member to ring the police
- Calmly tell the parent that you are prepared to listen, but the interview cannot continue if he/she continues to use a raised voice or inappropriate language
- If the same behaviour continues, leave the room and state

When you feel the parent has calmed down enough to discuss the issue:

- Remain calm
- Be aware of what you say and how you say it (tone of voice).
- Do not be provoked into getting into an argument.
- Listen effectively and allow the parent to talk without interrupting
- When the parent has got the main facts 'off their chest', restate what you believe the problem to be politely and respectfully
- Ask relevant questions to clarify any issues
- As soon as the issue has been clarified begin to work on a solution: Note, do not give excuses as to why something may or may not have happened as it may anger the parent again. Instead, focus on moving forward with strategies the parent will accept to solve the problem.
- When discussing solutions clearly explain any limitations of the Centre (regulations, policies and procedures)
- Refer to *Grievance Policy* (family) for information about procedural fairness, strategies and practices to promote conflict resolution

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Dealing with difficult, challenging and aggressive behaviours can have a huge impact on staff's wellbeing.

Following the incident Management will ensure staff involved will:

- Be provided with a 'debriefing' time. This may be talking to a manager or colleague, or simply moving off the floor for a short time
- Document the incident and provide management with a copy
- Follow up on anything agreed to with the parent or monitor that another staff member/ management follows up in a timely manner
- Be aware of any modifications to care or procedures and have a thorough understanding of the situation
- Respect the confidentiality and/or privacy rights of the parent or family
- Evaluate the risk assessment for the Centre regarding aggression and/or violence.

Source: Community Child Care Co-operative Ltd. Education and Care Services National Law Act 2010. (Amended 2018). [Education and Care Services National Regulations](#). (2011). Guide to the National Quality Framework. (2017). (Amended 2020). Model guidelines – Managing and responding to threats, aggressive behaviour and violence from members of the public. Waniganayake, M., Cheeseman, S., Fenech, M., Hadley, F., & Shepherd, W. (2012). *Leadership: Contexts and complexities in early childhood education*. South Melbourne, Victoria: Oxford University Press.

Date Implemented: 15/03/2019

Review Completed: 18/03/2021

Schedule for Review: 18/03/2022



National Quality Standard – NQS		
Quality Area 2: Children’s Health and Safety		
2.2	Safety	Each child is protected
Quality Area 6: Collaborative Partnership with Families and Communities		
6.1	Supportive relationships with families	Respectful relationships with families are developed and maintained and families are supported in their parenting role.
6.2	Collaborative partnerships	Collaborative partnerships enhance children’s inclusion, learning and wellbeing.

