

Little Bears Pre-school

Anti – Bullying Policy

Aim

Little Bears Preschool is committed to providing an environment for children that is safe, welcoming and free from bullying (the persistent behaviour by any individual or group which intimidates/threatens or has a harmful or distressing impact on another individual or group).

Definitions

Bullying can be: Emotional, Physical, Racist, Verbal, Psychological, Sexual or Cyber (e.g. text messages). Bullying of any form is unacceptable at our preschool

Emotional

Being deliberately unkind, shunning or excluding another child from a group or tormenting them. For example, forcing another child to be 'left out' of a game or activity or making fun of another person.

Physical

Pushing, scratching, spitting, kicking, hitting, biting, taking or damaging belongings, tripping up, punching or using any other sort of violence against another person.

Verbal

Name-calling, put-downs, ridiculing or using words to attack, threaten or insult. For example, spreading rumours or making fun of another child's appearance.

Psychological

Behaviour which is likely to instill a sense of fear or anxiety in another child.

We recognise that legitimate play behaviour may include many of these facets, but when one or more parties becomes targeted on a frequent and recurrent basis the experience of those affected can be extremely negative. In the rare cases where hurtful behaviour is defined as bullying and despite all efforts to prevent it, we will respond to all incidents thoroughly and sensitively.

Procedure

- The preschool assistants will inform the Manager if they witness an incident of bullying at the preschool.
- Children will be encouraged to report any incidents of alleged bullying immediately and will be reassured that what they say will be taken seriously and handled sensitively.
- If a child or preschool assistant tells someone they are being bullied, they will be given the time to explain what has happened and reassured that they were right to tell.
- The Manager will always ask the alleged bully to explain their side and take into account their response when deciding whether bullying has occurred.
- If it is decided that bullying behaviour has occurred then in most cases, the behaviour can be addressed by using the procedures laid out in our behaviour policy. The alleged bully will be encouraged to discuss their behaviour and think through the consequences of their actions. Where appropriate, they will be encouraged to talk through the incident with the other person/people involved.
- We will inform the parents of all children involved in the alleged bullying incidents at the earliest opportunity.

- All children involved in any bullying incident will be offered support. The manager may contact the Early Years Advisor to enquire about local support groups. These will be passed onto the children's parents.
- Where bullying behaviour persists, the alleged bully's parents will receive a written warning that the child must stop this behaviour.
- If bullying continues the alleged bully's parents will receive a final written warning that suspension or exclusion will occur from the preschool if the behaviour does not stop.
- As a final option, if bullying still continues the alleged bully will be excluded from attending the preschool for a set period of time as decided by the preschool manager.
- After the incident has been dealt with, the preschool staff will monitor the children involved to ensure further problems do not occur.

Related Policies and Documentation

- Safeguarding Policy
- Equality Statement
- Code of Conduct
- Physical Restraint Policy
- Record of physical intervention where physical restraint is warranted · Positive handling plan

Approved.....: **(Chair of CIO signature)**

Adopted on Review Date