

## Anti – Bullying Policy

We are committed to providing an environment for children and staff, 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) and negative gossiping.

Definitions Bullying can be: Emotional, Physical, Racist, Verbal, Psychological, Sexual or Cyber (e.g. text messages).

Bullying of any form is unacceptable at our setting. Being deliberately unkind, shunning or excluding another child or member of staff 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 instil 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

All staff will inform the manager if they witness an incident of bullying at the setting, or if they notice policies aren't being adhered to causing risk of harm or safeguarding concerns.

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 tells someone they are being bullied, they will be given the time to explain what has happened and reassured that they were right to seek support.

The Practitioner will always ask the alleged bully to explain their side and consider 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 management 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 setting if the behaviour does not stop.

As a final option, if bullying continues, the alleged bully may be excluded from attending the setting for a set period of time as decided by the manager.

After the incident has been dealt with, the setting staff will monitor the children involved to ensure further problems do not occur.

If bullying should occur within the workplace practitioners should seek support from their manager or another trusted colleague. A practitioner can raise a written formal complaint with a manager or deputy and has a right to request an employer to arrange for someone independent to investigate their concerns. A manager should do their best to discuss the matter with all concerned and check in regularly to see if the matter has been resolved. Staff can seek further support from citizens advice.