

Anti – Bullying Policy

Policy statement

Bunyan 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 is not always easy to define, but according to Dan Olweus, an expert in the field of prevention of bullying, he says it should include:

- Physical - pushing, kicking, hitting, pinching and other forms of violence or threats.
- Verbal - name calling, persistent teasing,
- Emotional - excluding, tormenting, ridicule or humiliation
- Racist - Racial taunts, gestures
- Social - unwanted physical contact or abusive comments

Aims and Objectives

- Bullying is wrong and is damaging to individual people. Bunyan Preschool proactively implements policies and procedures to prevent this, by developing a preschool in which bullying is regarded as unacceptable.
- We aim to deliver a safe and secure environment where all children can play and learn without fear or anxiety.
- This policy aims to produce a consistent response to any bullying incidents that may occur.
- We aim to make all those connected with the preschool aware of our opposition to bullying and staff have a responsibility to eradicate bullying in our preschool.
- We do not tolerate any kind of bullying as stated above on any grounds whatsoever, and support all parties involved to gain a full understanding of our ethos.

The role of staff

- Staff in the preschool take all forms of bullying seriously and intervene to prevent incidents from taking place. A record is kept of all incidents of bullying that happen in the preschool and these are shared with the manager/safeguarding officer.
- If staff witness an act of bullying, they will do all they can to support the person or persons who are being bullied. If a child is being bullied over a period, then, after consultation with the manager, the key worker informs the child's parent.
- For all incidents of bullying behaviour management form should be completed. We record all incidents of bullying that occur within the preschool.

- If practitioners become aware of any bullying taking place between members of a group, we deal with the situation immediately. This will involve supporting all parties to understand that this is not acceptable to be bullied, to be the recipient of bullying, and that the preschool will deal with the situation very seriously. If the patterns repeat of bullying the child's parents should be asked to meet with the manager.

Procedure

- 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 practitioner 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 or member of staff 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.
- 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.

The role of parents

- Parents, who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact the preschool manager immediately.
- Parents have a responsibility to support the preschool's anti bullying policy and actively encourage their child to be a positive member of the preschool.
- Parents are always expected to help develop their child's social skills.

Relevant policies:

Anti – Bullying Policy

Safeguarding Policy

Promoting positive behaviour

This policy was adopted by

On

Date to be reviewed

Signed on behalf of the provider

Name of signatory

Role of signatory (e.g. chair, director or owner)
