



Registered Charity No: 1128799

The Hollies Pre-school

Anti Bullying Policy

Last reviewed January 2019

To be reviewed August 2022

Statement of Intent

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Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our children so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our pre-school, breakfast club, after school club and holiday club. If bullying does occur, all children should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* setting. This means that *anyone* who knows that bullying is happening is expected to tell the staff. If a member of staff feels they are being bullied, or feels threatened, they must report it to the Manager, a Supervisor or the Chairperson.

What Is Bullying?

Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focusing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber All areas of internet, such as email & internet chat room misuse
Mobile threats by text messaging & calls
Misuse of associated technology , i.e. camera & video facilities

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Children and adults who are bullying need to learn different ways of behaving.

All settings have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

- All adults and children should have an understanding of what bullying is.
- All staff, parents and children should know what the settings policy is on bullying, and follow it when bullying is reported.
- All children and parents should know what the settings policy is on bullying, and what they should do if bullying arises.
- As a pre-school/breakfast club/after-school and holiday club we take bullying seriously. Pupils, parents and staff should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from pre-school, breakfast club, after-school or holiday club;
- is unwilling to go to pre-school, breakfast club, after-school or holiday club (school phobic);
- becomes withdrawn anxious, or lacking in confidence;
- starts stammering;
- cries themselves to sleep at night or has nightmares;
- feels ill in the morning ;
- begins to make less progress in pre-school;
- comes home with clothes torn or books damaged;
- has possessions which are damaged or " go missing";
- asks for money or starts stealing money;
- has unexplained cuts or bruises;
- becomes aggressive, disruptive or unreasonable;
- is bullying other children or siblings;
- stops eating;
- is frightened to say what's wrong;
- gives improbable excuses for any of the above;
- is afraid to use the internet or mobile phone;
- is nervous & jumpy when a cyber message is received.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Procedures

1. Report bullying incidents to a staff member, the Manager, a supervisor or the Chairperson.
2. In cases of bullying, the incidents will be recorded by staff.
3. Parents will be informed and if considered appropriate will be asked to come in to a meeting to discuss the matter.
4. If necessary and appropriate, police will be consulted.
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
6. An attempt will be made to help the bully (bullies) change his/her behaviour.

Outcomes

- 1) The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
- 2) In serious cases, suspension or even exclusion will be considered.
- 3) If possible, the children will be reconciled, possibly through Restorative Justice (RJ).
- 4) After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Prevention

We will use KIDSCAPE methods for helping children to prevent bullying. As and when appropriate, these may include:

- writing a set of rules for pre-school, breakfast club, after-school and holiday club;
- signing a breakfast club/after-school behaviour contract;
- writing stories or poems or drawing pictures about bullying;
- reading stories about bullying and behaviour;
- making up role-plays (or using KIDSCAPE role-plays);
- having discussions about bullying and why it matters.

Staff

Incidents involving staff should be dealt with through the staffing policy.

HELP ORGANISATIONS:

Advisory Centre for Education (ACE)	0808 800 5793
Children's Legal Centre	0845 345 4345
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	0845 1 205 204
Parentline Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying Online	www.bullying.co.uk

Policy Review

This Anti Bullying Policy will be reviewed every 5 years or sooner if there are any changes to statutory requirements. Following each review all staff are expected to read the policy and sign to say they have read and understand it.

This policy was reviewed by the management committee August 2017.

Name Debbie Moore-Grundy

Role Manager / DSL

Date

Signature

Checked and agreed by Sarah Carter.

Role Director

Date

Signature