

ASHENGROUND COMMUNITY PRESCHOOL



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Anti-Bullying Policy and Prevention

What is bullying?

Bullying is not always easy to define. Bullying can be:

- **Physical** - pushing, kicking, hitting, pinching and other forms of violence or threats.
- **Verbal** - name calling, sarcasm, spreading rumours, persistent teasing
- **Emotional** - excluding, tormenting, ridicule or humiliation
- **Racist** - racial taunts, graffiti or gestures
- **Social** - unwanted physical contact or abusive comments
- **Homophobic** - any hostile or offensive action against lesbian, gay males or bisexuals or those perceived to be these.

We aim to deliver a safe and secure environment where all children can play and learn without fear or anxiety.

Procedure

- The preschool staff will inform the Manager if they witness an incident of bullying within 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 staff 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 person to explain their side and take into account their response when deciding whether bullying has occurred.
- The alleged person 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. The incident will then be recorded.
- 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 child's parents will receive a written warning that the child must stop this behaviour.
- If bullying continues the alleged child'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 continues the alleged child/person 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.

We promote 'British Values' in our preschool and children have a clear understanding of the expectations and boundaries within the setting.

All children will be encouraged to respect themselves, each other and the staff and parents at all times.

Bullying of any kind by children, parents, staff, students or volunteers is unacceptable and will be challenged.

At no time will physical, emotional or verbal bullying be acceptable or tolerated.

Staff will be positive role models for the children and show mutual respect for each other.

Negative attitudes towards each other or children will be challenged.