



Little Acorns

LITTLE ACORNS PRE-SCHOOL

POLICIES

ANTI-BULLYING POLICY

DEFINITIONS

Bullying may be seen as actions taken by one or more people with the deliberate intention of hurting another person. Bullying may be:

- Physical - pushing, kicking, hitting, pinching and other forms of violence or threats.
- Verbal - name-calling, sarcasm, spreading rumours, persistent teasing
- Emotional - excluding other children, 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 above.

All of the above forms of bullying cannot only be delivered on a personal, face to face basis, but also by using existing and new technology, known as cyber bullying.

This policy is designed to support the pre-school Behaviour Management and Inclusion Policies

Bullying is about a pre-meditated act, which relies on a stage of cognitive development in order to think the process through, and occurs generally in children 5 years and over.

AIMS

- Bullying is wrong and is damaging to individual people. Little Acorns Pre-school proactively implements policies and procedures to prevent this, by developing an environment 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 pre-school aware of our opposition to bullying and staff have a responsibility to eradicate bullying.

- 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.

METHODS

The role of the Manager

- It is the responsibility of the Manager to implement the pre-school anti-bullying strategy and to ensure that all staff (paid/unpaid) are aware of the policy and know how to deal with incidents of bullying.
- The manager ensures that all children begin to learn that bullying is wrong and that it is unacceptable behaviour in the pre-school. The Manager draws the attention of everyone to this fact through staff meetings and monitoring that this is being implemented on a regular basis.
- The Manager ensures that all staff is in receipt of sufficient training to be equipped to deal with any incidents of bullying.
- The Manager sets the pre-school climate of mutual support and praise for successes, so making bullying less likely. When people feel they are important and belong to a friendly and welcoming setting, bullying is far less likely to occur.

The role of staff

- Staff in the pre-school 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 pre-school and these are shared with the Manager.
- If staff witnesses an act of bullying they do all they can to support the person or persons who are being bullied. If a child is being bullied over a period of time, then, after consultation with the Manager, the key worker informs the child's parent.
- For all incidents of bullying an incident form should be completed. We record all incidents of bullying that occur within the nursery.
- 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 nursery will deal with the situation very seriously. If the patterns of bullying repeat the child's parents should be asked to meet with the Manager.

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 pre-school Manager immediately.
- Parents have a responsibility to support the pre-school's anti bullying policy and actively encourage their child to be a positive member of the nursery.
- Parents are expected to help develop their child's social skills at all times, in support of the pre-school ethos.

Signed.....

NOVEMBER 2011

REVIEWED: NOVEMBER 2013

REVIEW DATE: NOVEMBER 2015

UPDATED: OCTOBER 2015

REVIEWED: OCTOBER 2017

REVIEW DATE: OCTOBER 2019