



## **Anti Bullying Policy and Procedures**

### **Statement of Intent**

Bybrook Pre-school believe that children and adults flourish best in an ordered environment where everyone knows what is expected from them. The children are then free to develop their play and learning without fear of being hurt, either physically or emotionally by others.

Everyone at the pre-school is committed to helping the children by creating a positive and nurturing environment where they can feel happy, secure, loved and respected and by giving them the skills where necessary to being the journey towards becoming successful adults.

Bybrook Pre-school does not tolerate any form of bullying by members of staff, children or parents.

### **What is bullying?**

Bullying is not always easy to define. Bullying can be taken to mean the wilful systemic mental abuse, physical abuse.

Bullying results in pain and distress to the victim, and can result in the lowering of their self-esteem and fear.

Bullying is usually repetitive behaviour, but it can also be simply the fear that a single initial act may be repeated. Bullying is premeditated and often opportunistic. Bullying can be targeted to one specific individual, or directed to several individuals or be completely random.

Bullying can be:

- Emotional – being unfriendly, excluding tormenting, ridicule or humiliation
- Verbal – Name calling, spreading rumours, persistent teasing
- Physical – pushing, kicking, hitting, punching or any form of violence
- Racist – Racial taunts, gestures, graffiti
- Social- unwanted physical contact, abusive comments.

Sign and Symptoms

- Is frightened to come into setting
- Becomes withdrawn, lacking in confidence or anxious
- Is bullying other children or siblings
- Is unwilling to say what is wrong
- Becomes aggressive, disruptive or unreasonable

## **Aims and Objectives**

This policy aims to support the Behaviour, Inclusion, Safeguarding Children and Equal Opportunities policies.

1. Bybrook Pre-school aims to encourage an environment where all children can play and learn without fear or concern about others behaviour. Good behaviour is supported and praised and thinking of other children's feelings is encouraged to create an environment where bullying is less likely.
2. Bullying in any form as defined above, is not accepted at Bybrook Pre-school.
3. We aim to communicate this to all those connected with the pre-school and inform staff of their responsibilities to eradicate any bullying in setting.
4. This policy is followed after any incidence of bullying to ensure a consistent approach is followed in order to address any issues and support all parties involved.

## **Rough and Tumble Play**

Rough and Tumble play and role play, for example as superheroes, is distinct from inappropriate or aggressive behaviour. However, the following strategies can be used in order to manage such play;

- Set boundaries for the play
- Encourage discussion on the concept of good and bad in planning
- Support the play to find alternative solutions to weapon play, using the play to explore different scenarios.

## **Hurtful behaviour**

Very young children often put their own feelings before others, and this can result in non-intentional hurtful behaviour. This is a development area that is nurtured and developed and all children are encouraged to think of other children's feelings. In the event of unintentionally hurtful comments or behaviour, this is addressed by:

- Recognising that young children are not always able to manage their own feelings and deliver them appropriately
- Offer support to both parties to support and nurture their development
- Offer training and support to staff to recognise the differences between intentional bullying and unintentional behaviour.

## **Anti bullying procedure**

If a child exhibits bullying behaviour, the following procedures will be followed:

- Members of staff shall intervene to stop the child harming the other child or children
- The child will be removed completely from the situation
- It shall be explained to the child doing the bullying why her/his behaviour is inappropriate
- Reassurance shall be given to the child or children who have been bullied
- The child who has done the bullying shall be supported to make amends for her/his actions
- Members of staff shall endeavour to make sure that children to bully do receive praise when they display acceptable behaviour

- Children who bully shall not be labelled as a bully
- When children exhibit bullying behaviour, members of staff shall discuss what has happened with the child's parents and work out a plan for handling the child's behaviour
- When children have been bullied, members of staff shall share what has happened with the parent of these children, explaining that the child who did the bullying is being helped to adopt more acceptable way of behaving.
- All incidences of bullying are logged and filed

## **Responsibilities**

### **The responsibilities of employees are:**

- shall familiarise themselves with the Anti Bullying policy.
- shall take all forms of bullying seriously and intervene to stop incidences taking place.
- shall undertake any training offered.
- alert the Pre-school Leader or Nominated Behaviour Representative of any incidences of bullying.

### **The responsibilities of the Pre-school Leader/Nominated Behaviour Representative are:**

- to implement the anti bullying strategy and ensure all staff and volunteers are aware of this policy and know how to deal with incidents.
- will ensure that all children begin to learn that bullying is wrong and that it is unacceptable behaviour in pre-school.
- ensure an environment of positive praise and consideration for others to make bullying less likely
- record all incidents that happen in setting.

### **The responsibilities of parents are:**

- parents who are concerned that their child might be bullied or are the perpetrator of bullying shall inform the Pre-school Leader immediately.
- parents should support the anti bullying policy and encourage children to behave positively.
- parents are expected to support and develop their child's social skills in support of the pre-school's ethos.

### **The responsibilities of the members of the Pre-school Management Committee are:**

- will review incidents involving bullying and support the Pre-school Leader.
- will validate this policy and update/change as necessary. All amendments will be identified to all members of staff.

This policy was adopted at a meeting of Bybrook Pre-school Management Committee  
held on: 13<sup>th</sup> October 2015

Date of review: 13<sup>th</sup> October 2016

Signed on behalf of the Pre-school Management Committee:

Name of signatory:

Role of signatory:

Signed on behalf of the pre-school:

Name of signatory:

Role of signatory: