

North Leigh Pre-school

Safeguarding

1.3 Anti-bullying Policy



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. If bullying does occur, all children should be able to tell any member of staff and know that incidents will be dealt with promptly and effectively.

What Is Bullying?

Bullying can be defined as *“behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally”*. (DfE “Preventing and Tackling Bullying”, July 2017).

A child who is bullying has reached a stage of cognitive development where he or she is able to plan to carry out a premeditated intent to cause distress to another. Bullying can be:

- Emotional - being unfriendly, not letting a child join in the group
- Physical - pushing, kicking, hitting, punching or any use of violence
- Racist - racial taunts, graffiti, gestures. Religion – discriminatory remarks relating to beliefs and customs
- Sexual - unwanted physical contact
- Verbal - name-calling, sarcasm, spreading rumours, teasing
- Cyber - all areas of internet, such as email & internet chat room misuse mobile threats by text messaging

Why is it Important to respond to bullying?

Pre-school recognises that everyone has the right to be treated with respect. All forms of bullying, especially if left unaddressed, can have a devastating effect on children; it can create a barrier to learning and enjoyment in the early years and have serious consequences for mental wellbeing. By effectively preventing and tackling bullying, pre-school can help to create a safe and disciplined environment, where children are able to play, learn and fulfil their potential.

Objectives of this Policy

- All committee, staff, children and parents should understand what bullying is.
- All committee and staff should know what the Pre-School policy is on bullying, and follow it when bullying is reported.
- All children and parents should know what the Pre-School policy is on bullying, and what they should do if bullying arises.

- As a Pre-School, we take bullying seriously. Children and parents should be assured that they would be supported when bullying is reported.
- Bullying will not be tolerated.
- We do not label children who bully as “bullies”.

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 unwilling to go to Pre-School (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
- 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
- Has possessions that are damaged or goes missing
- Starts bullying peers or siblings
- Comes home with clothes torn or damaged

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

Procedures

- Report of a bullying incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern.
- The staff member will record a clear and precise account of the incident. This will include recording appropriate details regarding decisions and action taken.
- In serious cases parents should be informed and will be asked to attend a meeting to discuss the problem.
- The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly. An attempt will be made to help the bully (bullies) change their behaviour.
- If necessary police may be informed.

Outcomes

- The bully (bullies) may be asked to sincerely apologise. Other consequences may take place. Do we need examples here?
- In serious cases, suspension or even exclusion will be considered
- If possible, the children involved will be reconciled

- 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 methods for helping children to prevent bullying. As and when appropriate, these may include:

- Our pre-school Rules
- Our behaviour policy and procedure
- Our Prevent policy
- Promotion of British values throughout the setting and in line with our British values policy
- The use of books, puppets and role play to help prevent bullying

Signed on behalf of North Leigh Pre-school Management Committee _____

Mrs. Evelyn Cookson - Chairperson

22 June 2021