**Anti-Bullying Policy**

Pegasus Childcare Centre is committed to providing a caring, friendly and safe environment for all children which includes being free from bullying.

Bullying is defined as the persistent physical, verbal or emotional abuse of another child or children. It is often planned and most bullies are aware of the impact of their actions.

All alleged incidents of bullying will be taken seriously and investigated.

**We aim to:**

* Reassure the bullied child and family that they will be listened to and every effort will be made by staff to help and support them.
* We do not label any child as ‘bullies’
* Establish facts surrounding the allegations
* Help the child/ren that are doing the ‘bullying behaviour’ recognise and understand the implications of their actions
* Recognise that the child/ren who are doing the ‘bullying behaviour’ have often been bullied themselves
* Discuss the situation with the parents/carers of the child who has been bullied and offer reassurance that the situation is being dealt with
* Discuss with the parent/carer of the child who has been bullying the situation and strategies for managing the behaviour
* Staff will be vigilant to the signs and symptoms of bullying and abuse and where necessary refer to the safeguarding policy/procedure
* Staff will record all relevant details of an investigation of alleged bullying
* Staff will be on high alert for any ‘bullying behaviour’ and stop these from happening, explaining how there the child’s behaviour makes others feel, how to express themselves in others and more
* Staff will work together with the children in the allegations and work together to build a better relationship throughout the centre.
* Children are involved in making our ‘5 finger rules’ and will be reminded of these. The 5 finger rules are the following –
  1. Good Listening
  2. Take Turns
  3. Be Kind and use kind words.
  4. Indoor voices
  5. Walk indoors.

Children attending Pegasus Childcare Centre will be supported to become more assertive and develop their self esteem

Equipment, resources and activities will be used to promote anti bullying.

Suspending or expelling a child/ren from the setting will only be done as a last resort where other strategies have failed and indicates the seriousness of an episode of bullying. If necessary and appropriate the police may be consulted.

Help lines and Organisations

* **Bullying Uk -** [**https://www.bullying.co.uk/cyberbullying/**](https://www.bullying.co.uk/cyberbullying/) **Helpline -  0808 800 2222**
* **Kidscape -** [**https://www.kidscape.org.uk/**](https://www.kidscape.org.uk/)**Helpline - 020 7730 3300**
* **Childline -** [**https://www.childline.org.uk**](https://www.childline.org.uk) **Helpline - 0800 1111**
* **NSPCC -** [**https://www.nspcc.org.uk**](https://www.nspcc.org.uk) **Helpline - 0808 800 5000**

**This policy was reviewed and adopted on**

**Signed (Manager)**

**Signed (DSL)**

**Signed (Chair)**

The Policy will be reviewed every two years.

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| **Date of Review** | **Policy Updated** | **Signed (Chair)** |
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