

ST ALBAN'S PRE SCHOOL

Anti-Bullying Policy and Procedure

Pre-School has an anti-bullying policy to meet the Department of Health and Department for Education and Skills requirements, contained in 'Working Together' and 'Don't suffer in Silence' – also to comply with the Human Rights Act 1998.

Definition

Behaviour by one person or group intended to cause hurt, pain, suffering, humiliation or degradation to another person or group.

Principles

- Bullying is unacceptable in any form.
- All children have a right to an education free from fear, harassment or degradation.
- Bullying is a problem both for the bully and victim alike.
- Best outcomes follow when the Pre-School can work with parents to address concerns about bullying behaviour and victimisation.

Prevention

St Alban's Pre School has a zero tolerance attitude to bullying.

When behaviour is unacceptable and recurring, St Alban's Pre-School will work in partnership with the parent and the child concerned to work out a suitable strategy for management.

The parent and supervisors will initially discuss the areas of concern and try to discover a possible cause.

The parent will be reassured that it is the behaviour and not the child that is inappropriate and unacceptable.

A plan will be developed between parent and supervisor to work together in the home and at Pre-School, which will be reviewed on a regular basis – timings to be mutually agreed.

Involve outside agencies for advice and practical help if needed.

Parental Involvement

The Pre-School welcomes the active involvement of parents (both victim and bully) in bringing this problem under control.

This policy was adopted by	St Albans Pre School	<i>(name of provider)</i>
On	23 June 2022	<i>(date)</i>
Date to be reviewed	23 June 2023	<i>(date)</i>
Signed on behalf of the provider	<i>Elaine Mercer</i>	
Name of signatory	Elaine Mercer	
Role of signatory (e.g. chair, director or owner)	Head of Pre School	