

## WHITLEY LODGE UNDER FIVES

### ANTI BULLYING POLICY

#### Statement of intent

We are committed to providing a caring, friendly and safe environment for all our children so that they can learn and develop in a safe and secure atmosphere. We also believe our employees have the right to work in an environment free from harassment and intimidation and which promotes dignity, respect and equality in the workplace. Bullying/Peer on Peer abuse of any kind is unacceptable in our pre-school.

#### What is bullying?

Bullying is repeated unwanted aggressive behaviour, it can be:

- **Emotional** - is a non-physical behaviour to belittle another person it can be by being unfriendly, being intimidating, insulting, excluding, tormenting, using body language e.g. threatening looks, teasing, ostracising.
- **Physical** – is someone using their body to exert power over another person, it can be punching, pushing, kicking, hitting, pulling hair or any use of violence
- **Racist** – is someone being treated differently because of their race or culture, it could be racial taunts, negative stereotyping, gestures, been left out and excluded
- **Verbal** – is a type of psychological/ mental abuse used by an individual using verbal language such as name calling e.g. smelly, reference to body image e.g. fatty, teasing
- **Homophobic** – is making another person feel uncomfortable or marginalised because of their sexual orientation. It could be a verbal or physical act focussing on the issue of sexuality
- **Sexual** – is in connection with a person's sex, body or sexual orientation, it can be unwanted physical contact, sexist language, negative stereotyping, comments about a person's looks or appearance, inappropriate sexual innuendos, gender stereotyping.
- **Cyber** – it is a personal attack using technology with intent to cause harm or distress and the misuse of all areas of the internet, mobile phones, video and cameras.

One-off incidents, whilst always taken seriously and dealt with as they occur, do not fall within the definition of bullying. Bullying results in pain and distress to the victim and this is why it is important to respond appropriately to bullying. No one deserves to be a victim of bullying and everyone has a right to be treated with respect. People who are bullying need to learn different ways of behaving.

#### Legislation and references

Safeguarding Children Policy

Behaviour Policy

Staffing and Employment Policy (inc Grievance and Disciplinary Procedures)

Inspecting safeguarding in early years, education and skills settings (Ofsted 2016)

### **Aim**

Our pre-school aims:

- To raise awareness about the issues of bullying
- To be alert to and respond effectively and appropriately to all instances of bullying
- To reduce instances of bullying to a minimum

### **Method**

- Our policy is made known to all staff and parents via the Welcome Pack.
- Staff are aware of the need for vigilance and that there are times/areas where instances of bullying would be more likely to occur.
- All instances of bullying should be discussed with the Manager and named person for Behaviour Management.
- Staff should respond to instances of bullying calmly and without aggression, to avoid reinforcing the message that it is acceptable to bully if you have power.
- If a member of staff experiences bullying or witnesses bullying of a colleague this should be reported to a Manager or Chair of the committee.

Depending on the severity of the incident we may use some/all of the following strategies:

- The victim of a bullying incident will be supported.
- The child who is bullying will be confronted and the effects of their behaviour explained to them.
- The child who is bullying would be encouraged to make amends e.g. say sorry.
- Strategies outlined in our Behaviour Policy will be used to help children modify their behaviour.
- Parents/carers of both children may be involved.
- A dated record of the incident may be made.
- Concerns may be shared with the whole staff group.
- Staff will follow up any incident of bullying to ensure that it is not happening repeatedly.
- All incidents of staff harassment will be investigated and appropriate disciplinary action taken (see Disciplinary Procedure).