



## **Anti-Bullying Policy**

**Date: August 2024**

**Review: August 2025**

### **Policy Intention**

Finch Nest Preschool recognise that bullying is wrong and is damaging to individual people. Finch Nest Preschool proactively implements policies and procedures to prevent this, by developing a preschool in which bullying is regarded as unacceptable. We aim to deliver a safe and secure environment where all children can play and learn without fear or anxiety. This policy aims to produce a consistent response to any bullying incidents that may occur. We aim to make all those connected with the preschool aware of our opposition to bullying and staff have a responsibility to eradicate bullying. We do not tolerate any kind of bullying on any grounds whatsoever, and support all parties involved to gain a full understanding of our ethos.

Children need their own time and space. It is not always appropriate to expect a child to share and it is important to acknowledge children's feelings and to help them understand how others might be feeling. Children must be encouraged to recognise that bullying, fighting, hurting and discriminatory comments are not acceptable behaviour. We want children to recognise that certain actions are right and that others are wrong

### **Definitions**

- Physical – pushing, kicking, hitting, pinching and other forms of violence or threats
- Verbal – name calling, sarcasm, spreading rumours, persistent teasing
- Emotional – excluding tormenting, ridicule or humiliation
- Racist – Racial taunts, graffiti or gestures
- Social – unwanted physical contact or abusive comments
- Homophobic – any hostile or offensive action against lesbian, gay males or bisexuals or those perceived to be these above.

All of the above forms of bullying cannot just be delivered on a personal, face to face basis, but also by using existing and new technology, known as cyber bullying.

We can sum up bullying as actions taken by one or more people with the deliberate intention of hurting another person (in any of the above ways). This policy is designed to support the Finch Nest Preschool Understanding and Supporting Behaviour Policy, Child on Child Abuse Policy and Child Protection Policy. Bullying is about a pre-meditated act, which relies on a stage of cognitive development in order to think the process through.

### **Procedure**

#### **The Role of the Manager**

- It is the responsibility of the manager to implement the preschool anti-bullying strategy and to ensure that all staff are aware of the policy and know how to deal with incidents of bullying

- The manager ensures that all children begin to learn that bullying is wrong and that it is unacceptable behaviour in the preschool
- The manager draws the attention of everyone to this fact through staff meetings and monitoring that this is being implemented on a regular basis
- The manager ensures that all staff are in receipt of sufficient training to be equipped to deal with any incidents of bullying

### **The Role of Staff**

- Staff in the preschool take all forms of bullying seriously and intervene to prevent incidents from taking place. A record is kept of all incidents of bullying that happen in the preschool and these are shared with the manager
- If staff witnesses an act of bullying they will do all they can to support the person or persons who are being bullied. If a child is being bullied over a period of time, then, after consultation with the manager, the key worker informs the child's parent
- For all incidents of bullying incident logs should be completed. We record all incidents of bullying that occur within the preschool
- If practitioners become aware of any bullying taking place between members of a group, we deal with the situation immediately within our setting. This will involve supporting all parties to understand that it is not acceptable to be bullied, to be the recipient of bullying, and that the preschool will deal with the situation very seriously.
- If the patterns of bullying repeat, the child's parents should be asked to meet with the manager

### **The Role of Parents**

- Parents who are concerned that their child might be bullied, or who suspect that their child may be the perpetrator of bullying, should contact the preschool manager immediately
- Parents have a responsibility to support the preschool's anti bullying policy and actively encourage their child to be a positive member of the preschool
- Parents are expected to help develop their child's social skills at all times, in support of the preschool ethos

Finch Nest Preschool believe that children flourish best when they know how they are expected to behave. Children gain respect through interaction with caring adults who show them respect and value their individual personalities. Positive, caring and polite behaviour will be encouraged and praised at all times in an environment where children learn to respect themselves, other people and their surroundings. By positively promoting good behaviour, valuing co-operation and a caring attitude we hope to ensure that children will develop as responsible members of society.