

PEWSHAM PRESCHOOL POLICIES AND PROCEDURES

Safeguarding and Welfare Requirement: Managing behaviour

Providers must have and implement a behaviour management policy and procedures.

7.4 Anti Bullying Policy

Policy Statement

Pewsham Preschool is committed to providing a caring, friendly and safe environment for all and it is our aim to provide an environment in which children, parents and staff can feel secure, both socially and emotionally enabling them to play and work together without fear or anxiety.

What is bullying?

Bullying can take on many different forms, however can loosely be described as the action of one or more people taken against another with the intention of hurting another person. This may be in any of the following ways:

- Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical - pushing, kicking, punching or any use of violence
- Racist- racial taunts, graffiti, gestures
- Sexual- unwanted physical contact or sexual abusive comments
- Homophobic- because of, or focussing on the issue of sexuality
- Transphobic- behaviour or language that makes a child or young person feel unwelcome or marginalised because of their perceived or actual gender identity.
- Verbal- name-calling, sarcasm, spreading rumours, teasing
- Cyber- All areas of internet, such as emails and internet chat room misuse.
Mobile threats by text message or calls.
Misuse of associated technology, i.e. camera and video facilities

It is good to note that bullying is a premeditated act which relies on a stage of cognitive development in order to think the process through and therefore usually occurs only in children over the age of five and therefore not all hurtful behaviour is classed as bullying.

What is meant by hurtful behaviour

Very young children are 'egocentric' which means that they put their own feelings before others and may cause hurt to other children during an outburst brought on by another factor such as tiredness or frustration.

We recognise that this is a developmental area that needs to be supported and that very young children do not intentionally mean to cause harm. Further information on how we support children to manage their behaviour can be found in our Promoting Positive Behaviour Policy.

Anti Bullying Procedure

1. Parents and staff have a responsibility to report suspected incidents of bullying to the managers as soon as possible. In the case of an allegation against a manager either the committee chairperson or settings second manager may be approached.
2. Children are encouraged by staff and parents to tell a practitioner if there is anything upsetting them or if they are hurt by another child.
3. Allegations of bullying will be taken seriously, investigated and dealt with promptly and effectively.
4. Where appropriate parents will be informed and will be asked to come in to discuss the problem with the setting managers and the child's keyperson.
5. Where appropriate police may be consulted. (For example in the case of a parent being bullied by another parent.)
6. The setting will work alongside those concerned to ensure that bullying does not continue and the situation will be monitored and logged to ensure repeated bullying does not take place.