



## **Horfield Welly Pre-school-Anti-Bullying Policy**

Horfield Welly pre-school responds very seriously to the issue of bullying whether amongst children or adults and has strict procedures that will be adhered to should there be any evidence within the Pre-school.

### **What is bullying?**

Bullying is a pre-meditated act which relies on a stage of cognitive development in order to think the process through and occurs generally in children 5 years and over. It is not always easy to define but it can include:

- Physical abuse – pushing, kicking, hitting, pinching and other forms of violence or threats.
- Verbal abuse– name calling, sarcasm, spreading rumours, persistent teasing.
- Emotional abuse – excluding, tormenting, ridicule or humiliation.
- Racist abuse– racial taunts, graffiti or gestures.
- Social abuse– unwanted physical contact or abusive comments.
- Homophobic abuse– 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 can 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 ways above). This policy is designed to support the Pre-schools behaviour, equal opportunities and anti-discrimination policies.

### **Aims and Objectives**

Bullying is wrong and is damaging to individual people. At Horfield Welly Pre-school we proactively implement policies and procedures to help prevent discrimination and create an ethos within 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. In order to achieve this we are committed to have a consistent response to any bullying incidents that may occur.
- We aim to make all those connected with the Pre-school (i.e. parents/committee members/ volunteers etc.) aware of our opposition to bullying and remind them of their role to help eradicate bullying within our setting.

### **Rough and Tumble Play**

The Pre-School Learning Alliance has acknowledged and highlighted the need to recognise rough and tumble play as distinct from inappropriate or aggressive behaviour. Television programmes or films (which include superheroes or the use of weapons) can often influence young children and they will mimic this behaviour through their play.

We endorse the following strategies to manage this kind of play:

- Recognise that this is pro-social play rather than aggressive.
- Set boundaries for the games to be set out in.
- Use planning opportunities to discuss the concept of 'good' and 'bad'.
- Support the play to find alternative solutions to weapon play, exploring different scenarios.

### **Hurtful behaviour**

Very young children are 'egocentric' which means that they put their own feelings before others and even the most considerate child will have the occasional outburst due to frustration, anger or over exuberance. We acknowledge that this is a developmental area that needs to be nurtured and supported and that very young children do not intentionally wish to cause hurt. If hurtful comments are made, our strategies are:

- To recognise that very young children are not always able to manage their own feelings and deliver them appropriately.
- Assist in this management to support their biological and cognitive development.
- Offer support to both parties and to discuss the issues through play, story times and circle time activities.

### **Anti-Bullying Procedure**

#### **The role of the Manager:**

- It is the responsibility of the Manager to implement the Pre-schools 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 will ensure that all children begin to learn that bullying is wrong and that it is unacceptable behaviour in the Pre-school setting.
- The Manager will remind all staff of the pre-schools inclusive ethos through staff meetings and regular reviews of policies.
- The Manager ensures that all of the staff have sufficient training so they are equipped to deal with any incidents of bullying.
- The Manager sets the Pre-schools climate of mutual support and praise for successes, thus making bullying less likely. When people feel they are important and belong to a friendly and welcoming setting, bullying is far less likely to occur.

#### **The role of the Pre-school Staff:**

- Pre-school Staff will 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 Pre-school and these are shared with the Manager.
- If a child is being bullied over a prolonged period of time, then, after consultation with the Manager, the key worker will inform the child's parents.
- If Pre-school staff become aware of any bullying taking place between members of a group, they will deal with the situation immediately. This will involve supporting all parties to understand that it is not acceptable to be bullied or to be the recipient of bullying and that the Pre-school will deal with the situation very seriously.
- Any reoccurring incidents of bullying will be recorded using the ABC system of behaviour management and the child's parents will be informed about the incidents so they are involved in the anti-bullying process.

#### **The role of parents:**

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

#### **Staff Bullying children/ parents or each other:**

At Horfield Welly Pre-school we believe that everyone has the right to be treated with dignity and respect. Bullying and harassment are not acceptable forms of behaviour and will not be permitted or condoned. Any employee who, subject to the outcome of investigation, is found to have bullied or harassed a colleague, child or parent/ carer will be dealt with under the Pre-schools disciplinary procedure.