



ANTI BULLYING POLICY AND PROCEDURES

This policy is linked to our Behaviour Management Policy. We do not tolerate bullying within our setting either by children or adults.

Adults:

- Staff to be fully aware of the setting's whistleblowing policy. This will be supported by regular training sessions and discussions during staff supervision meetings. The whistleblowing policy will be displayed in the small kitchen/store cupboard.
- Adults should work together as part of a team and any problems should be quickly diffused.
- If a member of staff feels that they are being bullied they must report it to the manager.
- The person who the allegation is made against must be interviewed by the manager and Deputy pre-school teacher (if they are not involved) with a colleague present with a view to sorting out the complaint before it escalates.
- If the matter cannot be solved then the committee will become involved to act as arbitrators. Hopefully the situation can be settled before this stage.
- If the committee cannot settle the problem then Early Years will be approached to step in and help.
- If an allegation is made against the Manager then the Senior Pre-school teacher and the Chairperson of the committee will investigate.

Children:

- If practitioners become aware that bullying is occurring within the setting the following will be put into action:
- Staff will be deployed in trigger areas and areas of high risk. Distraction techniques will be used.
- Children will be given one to one adult support in seeing how their behaviour was unacceptable. Where appropriate this might be accomplished by a period of "time-out" with an adult. The adult will talk to the child to try and ascertain what happened and why.
- The manager will liaise with the parents and ask them to read and sign the incident book.
- Parents will be asked if any circumstances have altered at home to account for the change in behaviour. Discussions with the parent will take place to ensure there is a consistent approach at home and at the setting.
- Recurring problems will be tackled by the whole pre school to ensure continuity in partnership with the child's parents, using objective observation records to establish an understanding of the cause.
- Practitioners will continue to monitor the situation and work closely with the parents until the situation is resolved.

Reviewed and signed on behalf of the pre-school

29/9/2025

This policy will be reviewed in February 2026