



Seedlings Pre School
St Johns Memorial Hall

Mobile: 07525 731424
Mobile: 07525 731426

seedlings-preschool@outlook.com

Anti-Bullying Policy

At Seedlings Pre School we take the issue of bullying very seriously whether it be between staff, parents or children. We have strict procedures which will be followed should there ever be any allegation of, or evidence of bullying within the setting.

Definition of Bullying

Actions taken by one or more people with the deliberate intention of hurting another person through any items listed below:

- Repeated physical actions such as pushing, kicking, hitting, pinching, biting and other forms of physical or threatened violence
- Repeated verbal actions such as name calling, teasing, sarcasm, spreading rumours
- Emotional attacks such as tormenting, ridicule, humiliation and excluding
- Racism including racial language, graffiti or gestures
- Homophobic actions against lesbian, gay males or bisexuals
- Cyber bullying through the use of mobile phones, social media, texting etc.

Bullying of any form is unacceptable within our setting and we will support all parties involved in any incidents of bullying to gain a full understanding of our procedures and ethos

- We aim to provide all children, staff, parents and visitors a safe and secure environment where they can be free from the fear of bullying from others
- If any bullying is taking place, then we will follow necessary procedures to resolve the conflict and maintain a safe and secure environment. The procedures we will follow will be in line with those advised by ACAS
- All staff are responsible for helping to prevent bullying within the setting and we make parents aware of our procedures in order that they can uphold the same values.

Understanding and separating typical behaviour displayed by children under 5yrs from bullying

Generally bullying is a pre-meditated act which requires certain levels of cognitive development in order that the actions and process can be thought through. This level of development is generally reached around 5 years of age.

- Young children enjoy engaging in rough and tumble play as highlighted and advocated by the Pre School Learning Alliance. It is important to recognise the following play activities as distinct from inappropriate or aggressive behaviour
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- Children will often mimic behaviours they may have seen in instances such as superheroes cartoons. This type of play, so long as it remains within safe limits and boundaries, should be recognised as pro social play rather than aggressive. To help the children understand the necessary boundaries needed for the safe enjoyment of this type of play the pre school will explain concepts of 'good' and 'bad' to the children and will encourage the children to find alternative solutions to weapon play.
- Young children are generally 'egocentric'. This means that they will often put their own feelings before those of others, particularly when faced with feelings of frustration, anger, tiredness and over excitement. It is the role of the pre school to help the children to recognise and understand these feelings such that they can learn how to manage them appropriately and without the need to hurt others either physically or emotionally. We will do this through discussion with the children, learning by example, using play materials such as books, role play, games and play activities.

Procedures

- We may implement an incident record in which any incidents where physical or emotional actions have occurred such that a child/children have been hurt physically or upset are recorded. A record is kept for each child in the setting in order that we can highlight and recognise if there are any areas which might concern us or require our intervention.
- Parents should report incidents of bullying to a member of staff or if this is not appropriate then it should be raised with a member of the management team. Staff should report incidents of bullying to the management team, generally this will be their line manager.
- Any incidents of bullying will then be investigated and recorded.
- If necessary, those involved, or their parents in the case of children, will be asked to attend a meeting to discuss the problem and work out a resolution.
- If an adult is using violence or threatening behaviour such that the safety of the children or the staff is at risk, then the police may be consulted.
- Ongoing support will be given to the victim of the bullying following the investigation if it is deemed necessary.
- We will support children involved with bullying by:
 - explaining to the child who is doing the bullying why their behaviour is inappropriate and how it is affecting others
 - giving reassurance to the child/children that has been bullied
 - helping the child who has been bullying to apologise for their behaviour by modelling this action
 - making sure that children who bully others receive praise when they display positive and acceptable behaviour



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- ensuring we do not label any child as a bully
 - sharing and discussing with the parents of all children involved what happened, explaining that the child who did the bullying is being helped to adopt more acceptable ways of behaving and how we intend to manage the situation going forwards to prevent it re-occurring.
 - Support will be given to the bully and if it is a child, their parents to ensure they understand their behaviour and are able to change it.
 - If appropriate we would ask the bully to make an apology and, if appropriate, rectify anything that they may have damaged through their bullying actions.
 - In serious cases then suspension or even exclusion from the setting will be considered. This applies to staff, parents and children.
 - Following resolution of the bullying we will continue to monitor the situation to ensure that it does not reoccur.