

Anti- Bullying Policy

Fairland's Pre School responds to the issue of bullying very seriously whether amongst children or adults, and has strict procedures that will be adhered to should there be any evidence within the Pre School. We will not tolerate bullying within our setting either by children or adults.

What is bullying?

Bullying is not always easy to define, but can include:

- 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
- Cyber Bullying – bullying that takes place over digital devices

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. 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 Pre School behaviour policy, equal opportunities and anti discrimination policies.

Bullying is about a pre-meditated act, which relies on a stage of cognitive development in order to think the process through, and occurs more generally in children 5 years and over.

Aims and Objectives

- Bullying is wrong and is damaging to individual people. Fairland's Pre School proactively implements policies and procedures to prevent this, by developing a Pre School 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 Pre School aware of our opposition to bullying and staff have a responsibility to eradicate bullying in our Pre School.
- We do not tolerate any kind of bullying as stated above on any grounds whatsoever, and support all parties involved to gain a full understanding of our ethos.
- We will not tolerate any kind of bullying or harmful behaviour from our parents towards the staff. Should this happen the child of the parent concerned will be removed from the Pre School immediately.

Rough and Tumble Play

We recognise rough and tumble play as distinct from inappropriate or aggressive behaviour. Television or films, which include superheroes, often influence young children or weapon play 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 School's anti-bullying strategy and to ensure that all staff (paid/unpaid) 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 Pre School. 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 sets the Pre School's climate of mutual support and praise for successes, so 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 staff

- Staff in the Pre School 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 staff witnesses an act of bullying they 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.
- We record all incidents of bullying that occur within the Pre School.
- If the bullying continues, with the consent of the parent, we will contact the Early Years advisor for further advice.

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 School's anti bullying policy and actively encourage their child to be a positive member of the Pre School.
- Parents are expected to help develop their child's social skills at all times, in support of the Pre School ethos.

Monitoring and Review

The policy will be reviewed yearly, in May, and amendments and changes will be carried out in conjunction with the Pre School staff, and through liaison by the Proprietor.