



Anti-Bullying Policy

We believe that children and adults flourish best in an ordered environment in which everyone knows what is expected of them and where children are free to develop their play and learning without fear of being hurt or hindered by anyone else.

In order to achieve this:

Practitioners will inform their Manager if they witness an incident of bullying.

Children will be encouraged to tell a practitioner of any incident which happens at the setting, they will be reassured and what they say will be taken seriously and handled sensitively.

A practitioner will always ask the alleged bully to explain what has happened and why.

The incident book will be monitored in order to assess whether there are any repeated or continuous patterns of behaviour by children in the setting.

If it is decided that bullying behaviour has occurred the behaviour will be dealt with in line with the group's Promoting Positive Behaviour Policy.

Where bullying behaviour is identified:

The alleged bully's parents will be informed and will be asked to discuss the situation with the group's Behaviour Management co-ordinator which is Louise Tomas.

If bullying continues the alleged bully's parents will receive a written warning that the child must stop this behaviour.

If bullying persists the alleged bully's parents will receive a final written warning that exclusion will occur from the setting if the behaviour does not stop.

As a final option if bullying still persists the alleged bully will be excluded from attending the setting for a set period of time as decided by the Pre-school Manager.

After the incident has been dealt with

The Behaviour Management co-ordinator will monitor the children involved to ensure further problems do not occur.

If the child who has been bullied or the alleged bully or their parents have any issues concerning the way the incident has been dealt with they should contact the Pre-school Manager immediately.

This Policy was adopted at a meeting of the pre-school held on: 23rd August 2024

Signed on behalf of the pre-school: Rebecca Horseman (Manager)

Date to be reviewed: 23rd August 2025