

Anti-Bullying Policy

Rationale

The purpose of this policy is to promote consistency of approach and to create a climate in which all types of bullying are regarded as unacceptable.

Attitudes and practices can contribute to bullying, to lower levels of confidence, self-esteem and lack of achievement.

Aims

- To promote a secure and happy environment free from threat, harassment and any type of bullying behaviour
- To take positive action to prevent bullying from occurring through a clear school policy on Behaviour
- To show commitment to overcome bullying by practicing zero tolerance
- To inform pupils and parents of the settings expectations and to foster a productive partnership, which helps maintain a bully-free environment
- To create an ethos within the setting which encourages children to disclose and discuss incidents of bullying

A definition of bullying

Bullying is violence. It can be physical, verbal or psychological. It is frequently perpetrated by an individual or group and directed against an individual or minority group. The victim is a person that suffers as a result as he /she lacks the necessary status, skill or resources to stop the behaviour. Part of the victim's distress is caused by anxiety about future attacks or threats.

Acts of bullying may include:

- *Physical acts:* Tripping, kicking, sending nasty notes etc.
- *Threats of physical harm:* "I'll get you after school".
- *Verbal acts:* Name calling/teasing/ridiculing.
- *Non verbal acts:* Ignoring/not speaking to/leaving someone out.
- *Extortion:* Money/favours.
- *Isolating:* Bullies often have group support. Onlookers can be afraid to tell or interfere because they fear retaliation.

Within the setting

Staff are asked to:

- Be aware of glances, looks or sniggers, which may be a subtle form of bullying
- Create an ethos within the setting which encourages children to disclose and discuss incidents of bullying.

Parental responsibility

- To take an active interest in the pre-school life of your child
- To report any sign of pre-school related distress in your child staff.
- To co-operate with the staff in the important matter of behaviour

Procedures for dealing with an incident of bullying behaviour

1. The staff should note all reports of bullying.
2. Serious cases i.e. cases which are more than a "one off" or cases which cause undue distress to the victim should be referred immediately to the management committee.
3. A representative of the management committee will then interview both the bully and parents and the victim and parents separately, in a calm and non-aggressive manner, listening to both sides.
4. The representative of the management committee will ensure that the victim is confident that s/he has done no wrong and make it clear to the bully how s/he is in breach of the pre-school's behaviour code.
5. The representative of the management committee will then investigate the matter fully, interviewing any staff or pupil witnesses.
6. Record incidents of bullying in incidents file.
7. Parents will always be notified.
8. Where bullying persists, a fixed period of exclusion may be considered.

Conclusion

It is the duty of all involved in the pre-school; management committee school staff, parents and pupils that we create a school environment that encourages respect, trust, caring, consideration and support for others. It is essential therefore that we address positively and firmly the issue of bullying, and follow strictly the guidelines and pre-school policy.

This policy was adopted at a meeting of the pre-school held on (date).....

Signed on behalf of the pre-school.....