

ANTI-BULLYING POLICY

We at Wishing Well Family Centre are committed to providing a supportive, caring, friendly and safe environment for children so they can play/learn. Incidents of bullying are rare due to the ages of the children and the levels of supervision within the setting, although we are aware that children are developing personalities and friendships, as well as exploring boundaries and this can result at times in conflict.

What is bullying

Bullying comes in many forms -

- Emotional - being unfriendly, exclusion, teasing, tormenting (e.g. hiding books, threatening gestures), playing unkind practical jokes.
- Physically - being punched, kicked, hit, spat at, etc. also taking/damaging someone's belongings.
- Racist- racial taunts, gestures.
- Sexual - unwanted physical contact or sexually abusive comments
- Verbal name-calling, sarcasm, spreading rumours, teasing, threatening, or making people do things they don't want to do

Possible indicators of bullying

- Complains of headaches/stomach-aches for no reason
- Clingy and whiny
- Unexplained injuries
- Withdrawn
- Talks about one particular child doing mean things to them

AIM OF THE POLICY

All staff, children and parents should have an understanding of what bullying is, our policy on bullying and how to report it. Any unacceptable behaviour will be dealt with, taking into account the child's age, stage of development and level of understanding. Children and parents should be assured that they will be supported when bullying is reported.

We aim to achieve this by implementing the following -

- It is the policy of Wishing Well Family Centre to encourage positive behaviour.
- Providing a supportive and proactive environment in order to minimise opportunities for bullying.
- If any level of bullying is suspected, observed or reported, the matter will be taken seriously, dealt with promptly and all parties will be supported appropriately and fairly.
- By using opportunities to discuss the appropriate way to behave towards each other through circle time, role play, snack time etc. We encourage

children to discuss how they get on with other people and to form positive attitudes towards others, exploring what friendship is.

- Incidents will be documented as necessary and reported to room supervisor/manager and parents if deemed necessary.
- If necessary we may involve outside agencies in order to support the setting, child and parents/carers (e.g. educational psychologist).
- A child must NEVER be put into a humiliating situation either by another child, staff member or visitor.
- We do not label children in a negative manner i.e. "naughty" or use this word. Alternative language is offered to the children and to adults.

Procedures

- Report bullying incidents to staff
- In cases of serious bullying, the incidents will be recorded by staff
- We will work alongside parents and other professionals (if required) to resolve the concern as quickly as possible.
- The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
- An attempt will be made to help change this behaviour
- Bullying is tackled through our curriculum i.e. circle time, role play and co-operative play to develop skills.

Outcomes

- The child may be asked to genuinely apologise.
- If possible, the children will be reconciled
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Prevention

As and when appropriate, these may include:

- Signing a behaviour contract
- Writing stories or poems or drawing pictures about bullying
- Reading stories about bullying or having them read to the children
- Making up role-plays
- Having discussions about bullying and why it matters

If you have any concerns regarding your child please discuss them with a member of staff or management as soon as possible.