



Anti-Bullying Policy

Bullying of any kind will not be tolerated within our setting.

Objective

Teddy Bears Childcare is dedicated to creating a safe and welcoming environment for all children, free from bullying. Bullying is defined as ongoing behaviour by an individual or group that intimidates, threatens, or causes harm or distress to another individual or group.

Definitions

Bullying can take various forms, including emotional, physical, verbal, racist, psychological, sexual, or cyberbullying (such as through text messages). Any form of bullying is not tolerated at our setting.

- **Emotional:** Intentionally being unkind, excluding or isolating another child, or tormenting them. This may include actions like forcing a child to be left out of an activity or making fun of someone.
- **Physical:** Acts of physical aggression such as pushing, scratching, spitting, kicking, hitting, biting, taking or damaging belongings, tripping, punching, or any other form of violence.
- **Verbal:** Using language to harm, threaten, or insult, including name-calling, ridiculing, or spreading rumours about another child's appearance.
- **Psychological:** Engaging in behaviour that causes fear or anxiety in another child.
- **Racist:** Deliberately mocking or making offensive gestures related to someone's race or ethnicity.

While we understand that legitimate play may occasionally involve behaviours like these, it becomes harmful when a child or group is frequently and repeatedly targeted. In the rare instances where such behaviour is identified as bullying, despite all preventive efforts, we will address each incident thoroughly and sensitively.

Procedure

- Nursery staff will report any observed incidents of bullying to the Management team.
- Children will be encouraged to report any suspected bullying immediately and will be assured that their concerns will be taken seriously and handled with sensitivity.
- If a child or staff member reports bullying, they will be given time to describe what happened and reassured that they did the right thing by speaking up.
- The Management team will listen to the alleged bully's account of the incident and consider their perspective when determining whether bullying has taken place.
- If it is concluded that bullying has occurred, the situation will typically be addressed according to the behaviour policy. The child displaying the bullying behaviour will be encouraged to reflect on their actions and understand the consequences. When appropriate, they will also be encouraged to discuss the incident with the affected child's parents, carers.
- Parents of all children involved in the reported bullying incident will be informed as soon as possible.
- If the bullying behaviour continues, the parents of the child involved will receive a written warning stating that the behaviour must stop immediately.

- If the behaviour persists, a final written warning will be issued, indicating that the child may face suspension or exclusion from the setting if the bullying does not cease.
- As a last resort, if the bullying continues, the child will be excluded from attending the setting for a specified period, as determined by the setting management team.
- After addressing the incident, preschool staff will continue to monitor the children involved to ensure no further issues arise.

If you have any concerns or suspect your child is being bullying or is bullying another child, please discuss them with us as soon as possible. It is much better to deal with these problems before they become major issues.

This policy was adopted by	Teddy Bears Childcare
Policy Created	28/11/2017
Last Reviewed	18/10/2024
Name and role of signatory	Leahna Welch (Deputy Manager)