



### Anti-bullying Policy

At our preschool we aim to

- create a safe, happy and secure environment for all.
- to prevent, reduce and eradicate bullying in any form.
- to have a consistent approach for dealing with incidents of bullying.
- to ensure that all members of the school community are aware of this policy

The standards we hope to uphold at Brize Norton Village preschool include:

- All bullying is unacceptable
- Our preschool recognises the harmful effects of bullying and will work hard to minimise the risks.

Bullied pupils and perpetrators will be treated and helped in the appropriate manner.

#### **What is Bullying?**

Bullying is behaviour that intentionally causes distress to others. Bullying may be defined as "behaviour by one or more children which produces damaging or hurtful effects, physically or emotionally to any individual"

Bullying is characterised by the intention to hurt, frighten or intimidate another person.

As with all forms of harm or abuse, there is no exhaustive list of signs or indicators to watch out for. But these can include: changes in children's behaviour, demeanour, physical appearance and presentation, language or progress.

Bullying can take the following forms:

**PHYSICAL** pushing, kicking, hitting, threats

**VERBAL** name calling, persistent teasing, sarcasm, spreading rumours

**EMOTIONAL** exclusion from a group, ridicule, threatening looks and gestures

**RACIST** gestures, taunts

**CYBERBULLYING** the use of Information Communications Technology (ICT), particularly mobile phones and the internet, deliberately to upset someone else.

#### **Action to reduce bullying.**

The preschool will use the following to maintain a serious effort to reduce bullying behaviour.

- A Positive Behaviour Policy
- Agreed procedures for responding to incidents.
- Staff to monitor incidents.
- Procedures for logging incidents and contacting parents.
- Ensuring that all staff in preschool are familiar with and understand the policy and procedures.
- Periodically review training needs of all staff.
- Provide appropriate advice for both victims and perpetrators.

#### **The Staff at Brize Norton preschool will:**

- Take all reports of bullying seriously.
- Log all incidents.
- Communicate with all concerned, in line with procedures.
- Participate in training.
- Acknowledge appropriate behaviour.

**Children will be taught and encouraged to:**

- Report all incidents of bullying even if it does not involve them personally.
- Respect and support peers.
- Adhere to and promote the school's positive behaviour policy
- Adhere to and promote the school's anti-bullying policy
- Be aware that respect should be shown to all children and adults

**Parents are asked and encouraged to:**

- Promote good behaviour.
- Report any concerns or incidents to the preschool.
- Actively support the preschool's behaviour and anti-bullying policies.
- Be responsible for their child's behaviour out of school.

**GUIDELINES FOR PARENTS, PUPILS AND TEACHERS.****Parents**

- Parents should stress the importance of good social behaviour to their children.
- Report any concerns to the preschool.
- Actively support the preschool's Anti- Bullying policy.
- Discuss with their child the importance of good behaviour in preschool.

**What signs should parents look for?**

If your child:

- Does not want to go to preschool.
- Has damaged or lost clothing or possessions.
- Is quieter than usual, withdrawn or distressed.
- Sleeps badly or cries at night.
- Stops eating.
- Has unexplained bruises.

Please inform the preschool.

**What the school will do:**

- The preschool will employ the most appropriate of a range of strategies e.g. the no blame approach, initially.
- The preschool will take the issue seriously and deal with the concerns.
- All events will be recorded in writing.
- Staff will record discussions with both parties.
- Parents of the pupils involved will be contacted.
- The preschool needs time to investigate and will make an appointment to discuss their findings with you.

This policy will be regularly reviewed and amended, after consultation, when appropriate