

# Anti-Bullying Policy

## Statement

We believe that Tisbury Pre-school should be a safe and caring place for all. We will treat each other with respect and we will refuse to tolerate bullying in any form.

The pre-school defines bullying as being unfair and one-sided. It happens when someone keeps hurting, frightening, threatening or leaving someone out on purpose.

Examples of bullying include:-

- Hurting someone physically by hitting, kicking, tripping, pushing and so on
- Deliberately damaging another person's things
- Teasing in a hurtful way
- Using derogatory language to describe someone ie racial, homophobic or transgender comments

We aim to ensure that all children and adults are treated with respect and are free from abuse suffered through bullying.

## Procedure

If a child bullies another child or children, we:

- Intervene to stop the child and explain to them why their behavior is inappropriate
- Give reassurance to the child or children who have been bullied
- Ensure that children who bully receive praise when they display acceptable behavior
- Discuss with parents/carers what has happened and work with them to devise a plan for handling the child's behaviour
- We do not label children who bully

To prevent bullying:

- Supervise children in all areas of the Pre-School and the outside space
- Watch for signs of bullying and intervene when it happens
- Respond quickly and sensitively to bullying reports
- Take parents' concerns about bullying seriously

- Look into all reported bullying incidents
- Inform parents/carers of any incidents involving bullying

To encourage acceptable behaviour:

- Staff will show each other respect
- Model good relationships and language
- Be respectful towards parent/carers and visitors to the Pre-School

Children at our Pre-School will be encouraged to:

- Treat each other respectfully
- Tell a member of staff if they have been hurt by other children
- Try to include everyone in their play

Adults at Pre-School will:

- Treat each other respectfully
- Model good relationships and language at the Pre-School
- Not use unfavourable or negative comments, gestures or actions towards staff, children, parents or carers
- Remember that the Pre-School is an environment for children where their needs come first.

This policy was adopted by: Tisbury Pre-School Committee

On: (date) .....

Signed on behalf of the provider: .....

Name of Signatory: .....

Position: .....

This policy is due for review on: .....