**THORNGUMBALD PRESCHOOL**

**7.1 (B) Anti Bullying Policy**

Thorngumbald Preschool believes that its children have the right to play and learn in a supporting, caring and safe environment. If behavioural expectations are consistent and reasonable boundaries are put in place by caring and supportive practitioners, it can minimise the occurrence of bullying. It is important therefore that the preschool has a clear written policy to promote this belief. This policy also applies to staff, volunteers, committee and parents.

Bullying affects everyone, not just the bullies and the victims. No one person or group, whether staff or child, should have to accept this type of behaviour. Only when all issues of bullying are addressed, will a child best be able to benefit from the opportunities available at Thorngumbald Preschool.

Although bullying in the strongest context of the word does not generally occur at Thorngumbald Preschool, it is recognised by practitioners that preschool children are developing their personalities and friendships, as well as exploring boundaries and appropriate behaviour which can result in conflict and clashes of personality.

Practitioners minimise occurrences by being observant and recognising that some children prefer the company of others and some don’t. Fully understanding each child and observing them helps with the restorative approach Thorngumbald Preschool uses. If any level of bullying is suspected or observed or reported, the matter will be taken seriously, dealt with promptly and all parties will be supported appropriately and fairly.

This will involve working towards a shared understanding of the causes of the behaviour. TPS understands that all behaviour is a form or communication and should be recognised as such. Matters will be documented as necessary and reported to Manager / keyworker / Chair / parents if deemed necessary.

**WHAT IS BULLYING?**

Bullying can occur through several types of anti-social behaviour. It can be:

* PHYSICAL: Child can be physically punched, kicked, hit, spat at etc.
* VERBAL: Verbal abuse can take the form of name calling.
* EMOTIONAL: A child can be bullied simply by being excluded from discussions / activities, or play, with those who they believe to be their friends.
* PHYSCOLOGICAL: Particularly passive aggressive or covert behaviour, coercive control

All member of the setting – Children / Parents / Staff / Volunteers / Students can all be affected by the above.

**AS A PARENT:**

* Look for unusual behaviour in your children. For example, they may suddenly not wish to attend preschool or they may regularly say that they feel ill.
* Always take role in your child’s education. Enquire how their day has gone and who they have spent their time with.
* If your child encounters any problems at the preschool, inform the Manager or Keyworker immediately. Your complaint will be taken seriously and appropriate action will follow as soon as possible.
* It is important that you advise your child not to fight back. I t can make matters worse. Tell them to ask for help and to tell any adult as soon as possible so the incident can be dealt with effectively. Try to ensure that your child maintains a positive image of themselves.

**AS A PRESCHOOL:**

* Provide an enabling and proactive environment in order to minimise opportunities for bullying.
* Use any opportunity to discuss the appropriate way to behave towards each other: Circle time, topics, persona dolls, when going outside, snack time etc.
* Deal quickly, firmly and fairly with any complaints, involving parents where necessary on a positive and calm manner.
* The Manager, along with the Deputy Manager and Chair to review the Preschool policy and its degree of success
* The staff will continue to have a firm but fair approach to behaviour management. The rules should be few, simple and easy to understand.
* Do not use teaching materials or equipment which gives negative views of any group because of their ethnic origin, gender etc.
* Encourage children to discuss how they get on with other people and to form positive attitudes towards other people, exploring what friendship is.
* Encourage children to treat everyone with respect.
* We will treat bullying as a serious offence and take every possible action to eradicate it from our preschool. Follow the ethos of Be Kind, Care and Share.
* Have suitable training to continue personal development within Behaviour Management both on an individual and group basis.

**ACTION TO BE TAKEN WHEN BULLYING IS SUSPECTED:**

We will support children and adults by following the six steps of conflict resolution as follows:

* Approach calmly, stopping any harmful actions.
* Acknowledge all individuals feelings,
* Gather information from all parties.
* Restate the problem.
* Ask for ideas and solutions and chose one together.
* Be prepared to give follow up support.

We will speak openly with parents/carers in order to formulate a mutual agreement regarding action to move the situation forwards in any way which meets individual needs. If necessary, outside agencies will be contacted in order to support the setting, staff, child and parents/carers.

02/09/2021

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