

Anti-Bullying Policy (Children)

Definition of Bullying: -

Bullying occurs when an individual is teased, frightened, humiliated or is verbally or physically abused by one or more people. Bullying is not an everyday children's argument, disagreement or daily rough and tumble. The term "bully" should not be used when talking about normal play and daily incidents. There are very few real bullies but plenty of lively children.

Purpose of the Policy: -

- To ensure that everyone associated with KinderWorld, parents, children, staff and management understand what bullying is
- To ensure that strategies are in place to prevent bullying
- To ensure that procedures are in place to quickly and effectively respond to incidents

Aim of the Policy: -

- To ensure that all children feel happy, valued and secure
- To create an open environment where problems are swiftly discussed and dealt with
- To deal with all issues sensitively

Preventative Measure

Ensure that everyone in KinderWorld is aware of the potential for bullying and knows how to deal with it. Anti-bullying strategies are delivered at an appropriate level to the children during the general routine of the day.

Appropriate behaviour modelled by staff and children are praised when demonstrating this and it is continually reinforced to children that they should "tell an adult" if they feel unhappy.

Response to Bullying: -

- A member of staff who cares for the children will define and clarify the incident[s]
- Through appropriate discussion they will try to resolve the situation
- The children involved will be made aware of the consequences of their actions such as how it can affect others. Responses will always be age /stage appropriate for the individual children
- Relevant staff will be made aware of the situation
- The situation will be monitored
- The behaviour will be discussed with relevant parents
- If the situation is not resolved it will be referred to one of the managers

Reporting and recording incidents of bullying: -

Relevant staff will be informed of “bullying incidents” enabling them to monitor and defuse situations.

An event log will be compiled and stored in a confidential file as part of the incident record.

Monitoring and Evaluation

- Anti-bully strategies will continue to be given a high profile
- Situations will be reviewed regularly by staff concerned
- A manager will regularly monitor the incident file
- New staff will read this policy
- All staff will have access to this policy
- Parents will be informed of and have access to this policy