

ANTI BULLYING POLICY

Bullying can have a profound effect on children's lives and can have a lasting effect on them into adulthood. It can undermine their self-esteem and self-confidence and often result in them becoming bullies themselves. The policy on Anti-bullying has been drawn up within the Groups ethos of promoting behaviour.

AIMS:

To create within Primrose Hill, an atmosphere/ethos of trust, which values, respects and protects the rights of each of its members to be within a safe and secure environment.

To develop within the ethos and curriculum of our attitudes, skills and activities this will prevent all aspects of bullying.

To foster trust among members of Primrose Hill so that bullying incidents can be reported, discussed and dealt with appropriately.

To encourage and foster active parental support in achieving those aims.

What is bullying?

Bullying is repeated behaviour which uses power to hurt, frighten or cause unhappiness to another.

This behaviour includes:

- Name calling
- Hitting, kicking, punching
- Damaging or stealing property
- 'Ganging up' on people
- Teasing about personal or physical differences
- Teasing about family/domestic/cultural situations
- Threatening
- Shouting, swearing, verbal abuse
- Extortion



**Primrose Hill Daycare
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- Malicious gossip
- Forcing someone to do something they do not wish to do
- Isolating someone
- Sending offensive/threatening texts or e-mails

What can we do about it and how can we achieve our aims?

We aim to develop self-esteem, self-respect, self-control, caring and respect for others.

As part of our strategy for promoting positive behaviour, we look at attitudes, skills and activities which will prevent bullying: We value and listen to children's contributions.

We help the children learn and practice the skills required to build good relationships with other children and adults within the school and wider community.

Raising Pupil Awareness:

Activities through which this can develop:

- Playing games
- Role play/stimulations
- Stories, poems, media
- Poster campaigns
- Play situations
- Writing
- Behaviour problem solving scenarios
- Circle time
- 'Buddying' and 'monitoring' systems
- Peer mediation



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Where does bullying occur?

Practical advice to share to Pupils?

If you are bullied tell a member of staff.

1. Try to ignore silly comments or teasing – don't say anything back – try to walk away.
2. Tell people who are bullying you to 'buzz off', shout 'No' or 'Go Away'. You must say it loudly and walk away immediately. Practice this in the mirror.
3. Stay with friends when playing – you are more likely to be bullied if you are on your own.

Practical advice for parents:

1. Encourage your child to talk about what has been going on in Primrose Hill and talk through any minor incidents calmly to ascertain what has happened.
2. Inform the manager immediately if you feel there may be a bullying problem.
3. Watch out for signs of stress in your child – headaches, sore stomachs, reluctance to come to Primrose Hill – they can be indication that all is not well.
4. Investigate if toys/money start to go missing.
5. Take an active interest in friendships and out-of-school activities.
6. Avoid unsupervised exposure to violence on television/videos/computer games. Spend some time discussing the different forms of violence – reality versus fantasy.

Raising staff awareness:

Signs which may indicate bullying – The child may:

- Be unwilling to come to Primrose Hill
- Begin to do poorly in school work



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- Become withdrawn
- Start acting out of character e.g. hitting other children
- Develop stomach aches or headaches

Staff need to:

- Be aware of isolated children, and try to involve them in a sympathetic group
- Keep a watchful eye on 'rough and tumble' to ensure that **everyone** is enjoying it!!
- Never ignore aggressive or bullying behaviour
- When dealing with an act of aggression or bullying it is better to remove the victim from the scene as soon as possible
- Incidents causing concern **must** be reported to management
- Try to help children talk through minor incidents – listen to both sides **calmly**

How do we deal with bullying?

We follow these procedures when investigating and allegation of bullying in order to ensure consistency in the group.

All incidents are investigated, recorded, discussed and hopefully resolved and the children involved supported. We try wherever possible to work in partnership with parents/carers to resolve incidents.

We **investigate** the incident to find out what has happened. We listen to the victim, the bully, and any witnesses and **record** the incident.

We **support** the victim and work with all concerned to **resolve** the incident.

If a child becomes a persistent bully, we may seek support/advice from outside **agencies** e.g. **Early Years Team**.