



## **Bullying policy**

- **Policy statement**

- At Downside children's pre- school we aim to create a friendly and caring atmosphere where each child and their family are treated as unique and valued. We aim to create positive relationships between adults and children. Children are encouraged to treat others as they themselves wish to be treated. All are expected to treat other people and their property with respect.
- We recognise the importance of developing children's emotional wellbeing, social competence and disposition to learn. We believe that children need to gain the approval of significant others in order to develop a positive concept of self. The key-person system and the way staff are deployed ensure that each child has opportunities throughout the day to express themselves and to be listened to.
- Through the provision of an enabling environment, planned activities and routines, children are encouraged to take increasing responsibility for themselves. They are given reasons for constraints and encouraged to develop and understanding of the consequences of their actions.
- At Downside children's pre- school we have high expectations of children's behaviour. These expectations are positively and explicitly stated. Children are encouraged to take part in discussions about what is acceptable behaviour for example registration time, snack time, story time with their key- person. These rules are often displayed on the children's family board, particularly when children are new to the setting.
- **Behaviour we wish to encourage:**
  - Kindness
  - Friendship
  - Helpfulness to everyone
  - Sharing and turn taking
  - Politeness
  - Respect for self, others and the environment
  - Co-operation
  - Negotiation
  - Concentration and perseverance
  - Moving safely around the setting

- **Strategies to encourage good behaviour**

- Adults acting as good role models
- Praising good behaviour and stating clearly what it is that is good e.g. “Thank-you for sharing the cars, that was kind” rather than just “Good girl”
- Giving rewards for good behaviour e.g. stickers, certificates and reporting to parents
- Planning an environment that promotes good behaviour e.g. ensuring that there is sufficient space and resources
- Staff deployment e.g. ensuring that there are sufficient staff to support child initiated play and help resolve disputes successfully
- Helper of the day
- Promoting good behaviour through circle time stories, role play and puppets

- **Behaviour we wish to discourage**

- Physical aggression
- Verbal aggression
- Unkindness
- Bullying
- Damaging property and the environment
- Hiding or running away
- Unsafe behaviour indoors and outside

- **Bullying will not be tolerated at Pre-school. If a child is noticed to be bullying or is being bullied, the following action will be taken:**

- Staff will refer to Behaviour Management Policy and Procedure and appropriate steps will be taken.
- If bullying persists, both sets of parents shall be informed and an action plan will be devised and implemented by staff and parents.

- A record of events will be kept for future assessment by the allocated S.E.N.C.O. and/ or the Behaviour Management Representative.

- If a member of staff is being bullied, they must report it to the manager. This matter will be taken very seriously.

- If a member of staff is seen or said to have been bullying children or adults the deputy will be informed and the Disciplinary Policy and Procedure will followed.

This policy was adopted at a Downside Children's Pre-school held

on \_\_\_\_\_

Signed on behalf of Downside Pre-school

by: \_\_\_\_\_

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