**Sticky Fish Pre-school Anti-Bullying Policy** (written with reference to Kidscape)

Early Years Foundation Stage

General Welfare Requirement: Safeguarding and Promoting Children’s Welfare.

EYFS Principles: Unique Child, Positive Relationships, Enabling Environments and Learning and Development.

**Definition of Bullying**

Deliberate hurting behaviour, repeated over a period of time where it is difficult for those being bullied to defend themselves. Bullying is an anti-social behaviour and results in pain and distress to everyone.

Bullying can be:

Emotional – being unfriendly, excluded, tormenting (i.e. hiding books, threatening gestures).

Physical – pushing, kicking, punching or any use of physical violence.

Racist – racial taunts, gestures.

Sexual – unwanted physical contact or sexually abusive comments.

Verbal – name calling, teasing

Ethos

Sticky Fish Pre School aims to provide a caring, friendly and safe environment for all our children.

Bullying of any kind is unacceptable and will not be tolerated at Sticky Fish Pre-School. We will discuss bullying, what it is and what can be done.

Sticky Fish Pre-School has rules which are specific to the children, and are agreed by staff and children.

**Responding to Bullying**

Children who are bullying need to learn different ways of behaving. If bullying occurs, all parents and children should know that the incident will be taken seriously and will be dealt with promptly and effectively.

**Signs and Symptoms**

A child may indicate by signs or behaviour that he or she is being bullied.

Adults should be aware of the POSSIBLE signs and investigate if a child:

Does not want to come to Pre School.

Becomes withdrawn, anxious or lacking in confidence.

Starts stammering.

Cries themselves to sleep at night or has nightmares.

Feels ill in the morning.

Has possessions which are damaged or ‘go missing’.

Has unexplained cuts or bruises.

Becomes aggressive, disruptive or unreasonable.

Is bullying other children or siblings.

Stops eating.

Is frightened to say what’s wrong.

These signs and behaviour could indicate other problems, but bullying should be considered a possibility and should be investigated.

**Procedure**

If bullying is suspected or reported, the incident will be dealt with by a member of staff.

Staff will gather the facts and talk to the bullies and victims individually.

Staff will support children to be assertive and try to find solutions to the problem.

Staff will reassure children who have been bullied, offer them support and help restore their self-esteem and confidence.

Staff will encourage children to discuss ways to help the bullies change their behaviour.

Staff will reward and encourage good behaviour and individuality.

A clear account of the incident will be recorded.

Parents will be informed and asked to come in to meet and discuss the problem.

If we have concerns about a child’s behaviour, which are not being resolved, we will ask for permission from the parents to seek other childcare professional advice.

Concerns about a particular child are kept confidential and are only shared with people who need to know this information.

Date agreed: May 2023 Review Date: May 2024

Signed: E. Tomlinson Position: Pre-school Manager