

Anti-Bullying Procedure

As a childcare provider, it is my responsibility to ensure that children are happy and safe within my setting, therefore bullying will not be tolerated.

'Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online.'

[Anti-Bullying Alliance](#)

What are the main types of bullying?

Most bullying falls into one or more of the following categories:

- physical;
- verbal;
- emotional;
- cyber/online bullying.

Bullying of any kind will not be tolerated from children in my care and I will take this matter very seriously.

If I have any concerns that your child is being bullied in my setting or if your child is bullying another child or children, I will discuss this matter with you immediately and work with you to resolve the issue.

What strategies are used to prevent bullying?

As part of the Early Years Curriculum, children will build on their Personal, Social and Emotional Development (PSED).

We do a lot of work around feelings and emotions on a daily basis, discussing how our actions affect others. Children will be taught that their actions have consequences and that being deliberately unkind to others will not be accepted.

As part of our PSED curriculum, children will learn to:

- create positive relationships with children and adults;
- be kind to other people;
- recognise how they and other people are feeling;
- support each other's wellbeing and happiness;
- develop a positive sense of self;
- share and take turns;
- cooperate with others;
- resolve conflicts peacefully;
- regulate their own emotions and actions.

In addition to the Early Years Curriculum, all children will be taught about 'British Values'. This will include learning about:

- tolerance and peace;
- freedom of expression;
- respect for other's opinions and beliefs;
- self-esteem, confidence and embracing individuality;
- respect for themselves and others;
- valuing differences including: faiths, cultures, backgrounds, genders, abilities etc.;
- respecting rules and boundaries;
- treating everyone equally;
- accepting the consequences of our actions.

What would happen if a child was being bullied?

I would:

- ask the child what has happened (without leading their answers);
- establish whether it is bullying or an isolated event;
- reassure the child that it is not their fault;
- help the child to feel safe and cared for;
- help the child to feel valued;
- give praise and positive encouragement;

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- reassure the child that things will improve and that I will help them as much as possible to resolve the issue;
- discuss the issue privately with parents/carers so they can also support the child.

What would happen if a child was bullying others?

I would:

- reassure the child that I still care about them but that I don't like the behaviour;
- discuss the instigator's feelings and try to understand what may have triggered this behaviour;
- work with the child to help change their behaviour;
- work with the child to find ways to make amends for their actions;
- discuss the matter privately with parents/carers to work together to support the child;

What would happen if there was a serious incident as a result of bullying?

Any incidents of bullying would be recorded on an Incident Record Form and parent/carers of any children involved would be notified. If any injuries were sustained, an accident form may also be necessary.

Depending on the circumstances and likelihood of other children's safety being put at risk again in the future, serious incidents could result in a child's family being given: a warning, formal written notice of termination of contract or immediate termination of contract.

If any of the following apply, bullying may become a safeguarding issue and as such will be recorded on a Safeguarding Record of Concern Form:

- significant harm is caused;
- involvement of sexualised behaviour;
- the abuse is repetitive rather than a one-off occurrence;

- concern that the abuser is mimicking abuse they themselves have suffered or witnessed;
- there is a significant difference in age/size/ability/power between the abuser and their victim;
- the child being abused is particularly vulnerable.

In any of these situations, the LSP (Local Safeguarding Partner) would be contacted for advice on how to appropriately support the abuser(s) and the victim(s).

How would cyberbullying be tackled?

'Cyberbullying is bullying with the use of digital technologies. It can take place on social media, messaging platforms, gaming platforms and mobile phones. It is repeated behaviour, aimed at scaring, angering or shaming those who are targeted.

Examples include:

- spreading lies about or posting embarrassing photos or videos of someone on social media
- sending hurtful, abusive or threatening messages, images or videos via messaging platforms
- impersonating someone and sending mean messages to others on their behalf or through fake accounts.'

[Unicef website](#)

If a child revealed that they or another child have been bullied online, I would follow the same procedure as for any other kind of bullying.

In addition, I would ensure that no online devices were used in the setting without close supervision and suggest that parents/carers monitor their child's use of the internet at home as well.

More information about cyberbullying can be found on the [NSPCC website](#).