

**Anti-Bullying Policy**

Reviewed November 2024

**Statement of Intent**

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms.

Brislington Village Pre-school will not tolerate bullying in any form by an individual or a group of people, whether the children of the pre-school, their families/friends or staff.

Brislington Village Pre-school has a zero-tolerance attitude to bullying.

**Aims**

This procedure is to help and encourage everyone to report any instances of bullying by anybody, whether an individual or a group of people, in any form, whether physical, verbal or emotional. Bullying is unacceptable in any form.

**Methods**

***Children and their families***

* When behaviour is unacceptable and reoccurring the pre-school will work in partnership with the child and their parent/carer to work out together a suitable strategy for management.
* Any bullying behaviour will be recorded on an incident form and kept securely.
* The parent and the management will initially discuss the areas of concern and try to discover a possible cause. The parent/carer will be reassured that it is the behaviour and not the child or the family that is inappropriate and unacceptable.
* A plan will be developed between the parent and the management to work together in the home and at preschool, which will be reviewed on a regular basis – timings to be mutually agreed.
* Brislington Village Pre-school will offer support and advice to the victim and their family
* Brislington Village Pre-school welcomes the active involvement of parents/carers (both victim and bully) to bring any problems under control.
* Outside agencies will be involved if necessary for advice and practical advice if needed

***Staff***

* If a staff member feels bullied, they must report it to the manager (Chrissy Laing) who will investigate. The manager will interview the person who has had an allegation made against them, with a colleague present to sort out the complaint before it escalates. (If the manager is the adult against who the allegation is made, the interview will be conducted by the deputy manager (Sara Pearce).
* If the problem cannot be resolved, advice will be sought from an outside agency.

This procedure was adopted at a meeting on 19th February 2018

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This policy is to be read in conjunction with our:-

Behaviour Management policy

Staff Behaviour policy

Whistleblowing policy

Zero Tolerance for Harassment

Sources of Information

Keeping Children safe in Education

Working together to safeguard children

Department for Education - Preventing and Tackling bullying

Although under constant review, an overall review date has been set for **September 2025**