**Anti-Bullying Policy**

This policy was adopted on 03/09/2024

**Policy statement**

At Combe Pre-school and After-school club we are committed to providing a warm, caring and safe environment for all our children so that they can learn and play in a relaxed and secure environment. Bullying of any kind is unacceptable and will not be tolerated in our Pre-school and After-school club. We take incidents of bullying seriously. No one deserves to be a victim of bullying. Everyone has the right to be treated with respect and children who are bullying others need to learn different ways of behaving. When bullying does occur, everyone should be able to tell and know that incidents will be dealt with promptly and effectively in accordance with our anti-bullying policy.

**Definition**

Combe Pre-school and After-school club defines bullying as the repeated harassment of others through emotional, physical, psychological or verbal abuse.

* **Physical:** Pushing, scratching, spitting, kicking, hitting, biting, taking or damaging belongings, tripping up, punching or using any sort of violence against another person.
* **Psychological:** Behaviour likely to create a sense of fear or anxiety in another person.
* **Emotional:** Being deliberately unkind, shunning or excluding another person from a group or tormenting them. For example, making another person feel ‘left out’ of a game or activity, passing notes about others or making fun of another person.
* **Verbal:** Name-calling, put-downs, ridiculing or using words to attack, threaten or insult. For example, spreading rumours or making fun of another person’s appearance.

Racial harassment can take any of the forms of bullying listed above but is motivated by the

victim’s colour, race, nationality, or ethnic or national origins. Incidents of racial harassment

will be recorded as such in our Pre-school or After-school club incident books.

**Preventing bullying behaviour**

**Procedures**

Staff at our Pre-school and After-school club will foster an anti-bullying culture in the following ways:

* Encouraging caring and nurturing behaviour
* Discussing friendships and encouraging group and team play
* Encouraging children to report bullying without fear
* Discussing the issues surrounding bullying with the children, including why bullying behaviour

 will not be tolerated

* Exploring the consequences of bullying behaviour with the children.

**Responding to bullying behaviour**

Staff at Combe Pre-school and After-school club acknowledge that despite all efforts to prevent it, bullying behaviour is likely to occur on occasions. Should incidents occur, the club will follow the procedure outlined below:

* We show the children who have been bullied that we are able to listen to their concerns and act upon them.
* We address all incidents thoroughly and sensitively.
* We intervene to stop the child who is bullying from harming the other child or children.
* We explain to the child doing the bullying why her/his behaviour is not acceptable and discuss and explain why.
* We give reassurance to the child or children who have been bullied.
* We reassure them that whatever they say will be taken seriously and handled sympathetically.
* Wehelp the child who has done the bullying to recognise the impact of their actions and discuss why they became involved. Staff will help the child to understand why this form of behaviour is unacceptable and will encourage him/her to change their behaviour.
* We make sure that children who bully receive positive feedback for considerate behaviour and are given opportunities to practise and reflect on considerate behaviour.
* We will support the individual who has been bullied, keeping them under close supervision, and checking their welfare regularly.
* If another child witnesses bullying and reports this, staff will reassure them that they have done the right thing. Staff will then investigate the matter.
* If a member of staff witnesses an act of bullying, involving children or adults at the club, they will inform the Managers.
* We discuss what has happened with the parents of the child who did the bullying and work with them to devise a plan for handling the child’s behaviour and share what has happened with the parents of the child who has been bullied, explaining that the child who did the bullying is being helped to adopt more acceptable ways of behaving.
* If this fails to stop the bullying, more serious actions may have to be taken, as explained in our Suspension and Exclusions policy.
* All incidents of bullying will be reported to the Managers and will be recorded in our Pre-school or After-school club incident book.
* Serious incidents of bullying will be reported to the Chairpersons on the committee.
* The Managers and other relevant staff will review the Pre-school and After-school club procedures in respect of bullying, to ensure that practices are relevant and effective.