

Ravenside Pre-School

BULLYING

Context

Many children encounter bullying in one form or another. It can take many different forms, e.g. name calling, being picked on, being excluded, physical aggression and intimidation. All bullying is abusive and should not be tolerated in any environment.

Bullying may involve one child bullying another or a group of children against one child or another group of children. Bullying can be physical, verbal, emotional or a combination of these. Sometimes bullies are children who are experiencing bullying themselves, have been abused or are experiencing difficulties at home or in making relationships. Bullies often have low self esteem. Children may bully to feel successful or to gain control over another person. Some children are more likely to be bullied than others, e.g. children with low self esteem, those who are insecure, lack social skills, cry or become emotionally distraught easily or are unable to defend or stand up for themselves.

Policy

We will protect the children in our care and ensure they are safe from bullying. We will create an environment where children feel secure and safe and are able to enjoy their time with us. All adults will build relationships with the children to ensure they feel able to seek help from them if they feel threatened.

Procedures

If bullying occurs we will –

- Act immediately.
- Gather as much information about the situation and incident as possible.
- Avoid blaming individuals.
- Talk things through calmly.
- Not make children say sorry or be friends if they do not want to.
- Encourage children to work out solutions which everyone can accept.
- Monitor the children after the incident to ensure the solution is working.
- Report incidents to designated person.
- Seek help from other professionals where appropriate.
- Talk to parents calmly and without accusing or judging them or their child.
- Work out a programme to support all children and to avoid the situation occurring in the future.

As part of our programme of activities we will help children understand about their rights and the effect of bullying on individuals by –

- Encouraging children to feel good about themselves.
- Build up children's self esteem and feelings of self worth.
- Encourage children to be assertive.
- Demonstrate ways of expressing feelings and behaving towards others.
- Treating children with respect. Never ridiculing a child.
- Giving plenty of praise and specific positive feedback to children.

- Providing activities which encourage social skills e.g. taking turns, sharing, helping each other, being positive with others.

Agreed on

Reviewed on

