



Alexandra Park
Children's Learning Community
a personal learning journey together



Children's anti-bullying policy

Alexandra Park Children's Learning Community is committed to providing a caring, friendly and safe environment for all of our young people so they develop in a relaxed and secure atmosphere. Bullying of any kind is unacceptable. If bullying does occur, all of our young people should be able to tell and know that incidents will be dealt with promptly and effectively. This means that anyone that knows that bullying is happening is expected to tell the staff.

This policy will include all aspects of potential areas of bullying. As it states in the Statutory Framework for the Early Years Foundation Stage, April 2017- page 33: "Children learn best when they are healthy, safe and secure, when their individual needs are met, and when they have positive relationships with the adults caring for them". All staff must be aware of the severity of bullying and categories they may have to address in different areas of their work. Bullying is not restricted to the children but to the adults. Please see the bullying and harassment policy.

Bullying is defined as the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Examples of bullying can be :

- Emotional – being unfriendly, excluding, tormenting
- Physical – pushing, kicking, hitting, punching or any use of violence
- Racist – racial taunts, graffiti, gestures
- Sexual –unwanted physical contact or sexually abusive comments
- Verbal – name calling, sarcasm, spreading rumours, teasing.

No one deserves to be a victim of bullying. Everybody has the right to be treated with respect

Examples signs and symptoms

These signs and behaviours could indicate other issues, but bullying should be considered a possibility and should be investigated. Staff should be aware of the signs and symptoms of bullying.

- Does not want to attend provision
- Feels ill in the morning
- Becomes withdrawn, anxious or lacking in confidence
- Stammering

- Comes home with clothes torn
- Has unexplained cuts or bruises
- Stops eating
- Is frightened to say what is wrong

Procedure

- Discussing this policy with the children, making sure they are aware of what to do when they feel they are victim of bullying or abuse.
- Children should report incidents of bullying to the person they most feel comfortable with.
- Incidents should be recorded by the staff
- Parents will be informed and asked to come to a meeting to discuss the problem
- The bullying behaviour or threats of bullying must be investigated and bullying stopped quickly.
- The bully or bullies will be helped to change their behaviour. A meeting will also be held with their parents.
- The bully or bullies may be asked to apologise, make a kind gesture towards the victim.
- Every attempt will be made to help the children reconcile.
- In serious cases, suspension or exclusion will be considered.
- After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Every effort is made to build a positive environment with the children that attend our setting. Staff emphasise the importance of developing social skills, including respect for the feelings of others.

All children are encouraged to –

- **Respect for ourselves**
- **Respect for each other**
- **Respect for our environment**

Staff are important role models for the children and young people. The behaviour of adults towards each other and towards the children is potentially a highly effective tool for preventing and for decreasing bullying behaviours in children.

This policy is underlined by our whistleblowing policy, bullying and harassment policy, confidentiality policy, and behaviour management policy and staff interactions with children policy.

Date - September 2019

Signed Manager –

Review –September 2020

Signed Director –