

Rainbow Early Years

Anti-Bullying Policy

Aims and Objectives

- Bullying is wrong and is damaging to all individual people. Rainbow Early Years (REY) proactively implements policies and procedures to prevent this, by developing a setting in which bullying is regarded as unacceptable.
- We aim to deliver a safe and secure environment where all children can play and learn without fear or anxiety.
- This policy aims to produce a consistent response to any bullying incidents that may occur.
- We aim to make all those connected with the setting aware of our opposition to bullying and staff have a responsibility to eradicate bullying in our setting.
- We do not tolerate any kind of bullying including cyber bullying, homophobic and transphobic as stated above on any grounds whatsoever, and support all parties involved to gain a full understanding of our ethos.

Rough and Tumble Play

Early Years associations have acknowledged and highlighted the need to recognise rough and tumble play as distinct from inappropriate or aggressive behaviour. Television or films, which include superheroes, often influence young children or weapon play and they will mimic this behaviour through their play. We endorse the following strategies to manage this kind of play:

- Recognise that this is pro-social play rather than aggressive
- Set boundaries for the games to be set out in
- Use planning opportunities to discuss the concept of 'good' and 'bad'.
- Support the play to find alternative solutions to weapon play, exploring different scenarios.

Hurtful Behaviour

Very young children are 'egocentric' which means that they put their own feelings before others, and even the most considerate child will have the occasional outburst due to frustration, anger or over exuberance. We acknowledge that this is a developmental area that needs to be nurtured and supported and that very young children do not intentionally wish to cause harm. If hurtful comments are made, our strategies are:

- To recognise that very young children are not always able to manage their own feelings and deliver them appropriately
- Assist in this management to support their biological and cognitive development.
- Offer support to both parties and to discuss the issues through play, story times and circle time activities.

Anti - Bullying Procedure

The role of the Manager:

- To implement the settings anti-bullying strategy and to ensure that all staff and volunteers are aware of the policy and know how to deal with incidents of bullying.
- Ensures that all children begin to learn that bullying is wrong and that it is unacceptable behaviour in the setting. The Manager draws the attention of everyone to this fact through staff meetings and monitoring that this is being implemented on a regular basis.
- Ensure that all staff are in receipt of sufficient training to be equipped to deal with any incidents of bullying.
- Support a climate of mutual support and praise for successes, so making bullying less likely. When people feel they are important and belong to a friendly and welcoming setting, bullying is far less likely to occur.

The role of staff:

- Staff in the setting take all forms of bullying seriously and intervene to prevent incidents from taking place. Any concerns are then raised with the Manager or Assistant Manager.
- If staff witnesses an act of bullying they do all they can to support the person or persons who are being bullied. If a child is being bullied over a period of time, then, after consultation with the Manager, staff will inform the child's parent.
- If practitioners become aware of any bullying taking place between members of a group, we deal with the situation immediately. This will involve supporting all parties to understand that this is not acceptable to be bullied, to be the recipient of bullying, and that the preschool will deal with the situation very seriously. If the patterns repeat of bullying and the ABC system of behaviour management has not been effective in this respect, the child's parents should be asked to meet with the Manager.
- By promoting the British Values children are encouraged to have an understanding of each other and are taught to be kind to one another. **The rule of law** helps children to understand their own behaviours and that of others

along with distinguishing right and wrong. **Mutual respect and tolerance** helps children understand that they are part of a much wider world.

Democracy encourages children to have an opinion and to listen to others and are given the opportunity to take turns and share and work together. **Individual Liberty** children are given the opportunity to increase their confidence in their own abilities by risk taking and encouraging independence.

The role of parents

- Parents, who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact the setting Manager or Assistant Manager immediately.
- Parents have a responsibility to support the settings anti bullying policy and actively encourage their child to be a positive member of the setting.
- Parents are expected to help develop their child's social skills at all times, in support of the settings ethos.

Date of last review: August 2017 J Clarke.

14-8-18 J Clarke,

30-8-19 J Clarke.

4-8-20 J Clarke.

Date of next review: August 2021.