



PREVENTING AND MANAGING BULLYING AND HARASSMENT POLICY

Preventing and managing bullying and harassment in the Early Years is part of an overall, principled approach to managing behaviour, and this policy should be used with the Behaviour Policy. Any issues of bullying or harassment relating to staff (as victims or perpetrators) should be managed through the Grievance and Disciplinary Policies.

PRINCIPLES

- Staff have a responsibility to foster an inclusive ethos based on mutual respect, that prevents bullying and harassment within the setting
- Children need clear boundaries and guidance as to what is acceptable behaviour and what is not
- Bullying will always be acted on immediately and investigated, whether it is with children or adults
- Staff will ensure that all children feel safe in the setting and that vulnerable children in particular have 'safe spaces'
- Parents and carers will be kept informed and involved if there is a problem with bullying concerning their child
- Training will be available to staff and parents/carers on keeping children safe
- In an early years setting it is often difficult to be clear when bullying has occurred; professional judgement will be used to ensure prompt and proportionate action.

WHAT IS BULLYING AND HARASSMENT?

Bullying can be a one-off action or can be on-going. It can be intentional or unintentional. It is behaviour that causes feelings of upset, distress, fear loneliness or lack of confidence.

Direct bullying includes physical attacks or threats, verbal insults in person or through social media, texts etc (called cyber-bullying). Indirect bullying includes ignoring or isolating someone, spreading untrue rumours or insults etc.

Harassment is bullying on the grounds of someone's ethnicity, age, gender, sexual orientation, religion, disability etc. It can be illegal, and can be prosecuted as a 'hate crime'. Harassment is where someone's dignity is violated and they feel

frightened, intimidated or humiliated. It also might be indirect e.g. racist graffiti or offensive jokes.

HOW DO WE KNOW IF A CHILD IS BEING BULLIED OR HARASSED?

As bullying and harassment may also happen outside the setting, we need to look out for signs of symptoms in children. This might be sudden changes in behaviour, loss of appetite, fear of particular activities or people, or even physical symptoms like stomach aches.

KEY PRACTICES

- Staff will always intervene where bullying or harassment is observed
- Comments or jokes that might offend will be tackled and not ignored
- Immediate action will be taken to address any bullying or harassment
- Children and adults will be encouraged to report incidents of perceived bullying to a member of staff
- Staff observations will be made to ascertain a detailed picture of any bullying or harassment situations
- Incidents will be formally investigated and recorded and reported annually to Governors
- Incidents of bullying will be reported to parents and carers as part of our accident reporting policy
- We will find all possible opportunities to prevent bullying through regular discussions with children and a curriculum that encourages cooperation, inclusion and diversity
- Outside agencies will be consulted for advice and information as required and parents/carers will be made aware of hate crime reporting agencies e.g. SARI
- Parents will be informed and consulted as soon as possible after any concern is raised about bullying or potential bullying
- Identity of children involved in bullying will not be disclosed wherever possible
- We will take a 'no blame approach' to bullying and may use restorative approaches with parents/carers involved
- If a parent/carer is not happy with the way an incident is handled, they can use the Complaints procedure to have this looked in to.

Monitoring this Policy

This policy will be reviewed at least every three years and reports on how it is carried out, and the number and types of incidents will be sent to the Governing Body each year.

Reviewed and updated October 2019. Next Review: October 2022