

Anti Bullying Policy
NMS Regulation Standard 9



Berriew Pre-school defines bullying as:

'Verbal and/or physical intimidation, both direct and indirect, that makes an individual feel threatened or uncomfortable.'

Bullying can be physical, emotional or both and can have a profound and lasting effect on the victim and the bully. Claire Munslow instructs the staff, volunteers and Management Committee to be vigilant for signs and to take effective action.

We do not impose a profound sense of morality on young children but wish to set a good example in valuing and considering others. Aggressive or intimidating behaviour will be treated as unacceptable and the staff will endeavour to explain why, in terms which are appropriate to the child's developmental stage and level of understanding.

This policy relates to all staff, children, parents/carers, volunteers, trainees and Management Committee linked to Berriew Pre-school.

While petty 'tale telling' is not desirable, genuine 'whistle blowing' on bullying and other unacceptable behaviour is actively encouraged from children, staff and parents/carers. (See whistle blowing policy)

Changes in behaviour that suggest a child is being bullied will be dealt with in the following way:

1. The child would be comforted and encouraged to explain what has happened
2. The settings Manager will investigate the matter in a sensitive and caring manner.
3. Where the bullying has been perpetrated by another child the setting's Manager will work in partnership with the child and his/her parents/carers to find a positive way forward.
4. Any disclosure, or suspicion, of bullying by an adult will be regarded as a child protection issue and procedures will be followed accordingly.
5. Following the investigation the settings Child Protection policy and/or the Behaviour Management Policy may be implemented depending upon the source of the bullying.

Opportunities for discussion, information and resources on the subject of bullying will be used as an integral part of Berriew Pre-school programme. Specific instances may also trigger discrete activities on the subject in order to raise children's awareness.

This **Anti Bullying Policy** for Berriew Pre-school was passed for use

On:

By:

Position:

Date of planned review: