



ANTI-BULLYING POLICY

Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. At Nippertime Preschool we are committed to providing an environment for children where they feel safe, welcoming, and free from bullying.

Emotional

Being deliberately unkind, shunning or excluding another child from a group or tormenting them, e.g., forcing another child to be 'left out' of a game or activity or making fun of another person.

Physical

Pushing, scratching, spitting, kicking, hitting, biting, taking, or damaging belongings, tripping up, punching, or using any other sort of violence against another person.

Racial

Racial bullying is a type of racism where someone's bullying focuses on your race, ethnicity, or culture.

Verbal

Name calling, put downs, ridiculing, using words to attack, threaten or insult, e.g. spreading rumours or making fun of another child's appearance.

Psychological

Psychological behaviour is likely to instill a sense of fear or anxiety in another child.

Sexual or Cyber (e.g. text messages)

Cybersex is a virtual sex encounter via the internet or mobile phone that doesn't involve person to person contact. It's also known as internet sex, computer sex, netsex, or cybering.

Staff will notify the manager or the senior team leader in the manager's absence if they witness an incident of bullying at Nippertime. Any incidents of alleged bullying will be taken seriously and handled sensitively.

If a child or preschool assistant tells someone they are being bullied, they will be given the time to explain what has happened and reassured that they were right to tell.

The manager will ask the alleged bully to explain their side and consider their response when deciding whether bullying has occurred.

If it is decided that bullying behaviour has occurred then in most cases, the behaviour can be addressed by following our Behaviour policy. The alleged bully will be encouraged to discuss their behaviour and consequences of their actions.

We will inform the parents of all children involved in the alleged bullying incidents at the earliest opportunity.

All children involved in any bullying incident will be offered support. The manager will contact our Early Years Advisor to enquire about local support groups which will be passed onto the children's parents.



ANTI-BULLYING POLICY

Where bullying behaviour persists, the alleged bully's parents will receive a written warning that the child must stop this behaviour.

If bullying continues the alleged bully's parents will receive a final written warning that suspension or exclusion will occur from the preschool if the behaviour does not stop.

Finally, if it continues the alleged bully will be excluded from attending Nippertime for a set period as decided by the manager or the senior team leader in the manager's absence.

After the incident has been dealt with, staff will observe all children involved to ensure further problems do not re-occur.