



## Anti Bullying Policy

### Statement of Intent

At Windsor Kindergarten, we are committed to providing a caring, friendly and safe environment for all our families and team members. Bullying of any kind, by anyone, child or adult is unacceptable in our setting.

### What is Bullying?

Bullying is the use of deliberate action or words with the intention of hurting another person. Bullying results in pain and distress to the victim.

### Bullying can be:

- Emotional: Being unfriendly, excluding, tormenting (eg. hiding books, threatening gestures)
- Physical: Pushing, kicking, hitting, punching or any use of violence
- Racist: Racial taunts, graffiti, gestures
- Sexual: Unwanted physical contact or sexually abusive comments
- Homophobic: Focusing on the issue of sexuality
- Verbal: Name-calling, sarcasm, spreading rumours, teasing
- Cyber: All areas of the internet, such as e-mail and internet chat room misuse. Mobile misuse, threats by text messaging and calls. Misuse of associated technology i.e. camera and video facilities.
- Sexist: Unwanted prejudice, stereotyping, or discrimination, typically against women, on the basis of sex.

All forms of bullying should be taken equally seriously and dealt with appropriately.

### Our Methods

Bullying is not acceptable at Windsor Kindergarten:

- Nursery team members will respond appropriately and promptly to any form of bullying by using its 'Good Behaviour Policy', according to the child's needs and stage of development.
- Parents will be consulted and nursery team members will work with parents to manage behaviour.
- If necessary the setting will endeavour to seek further guidance from an outside agency.



- Children are taught and encouraged to be assertive and to say in a loud voice 'STOP', I don't like it'. This alerts individual team members to support the children and explain that the bullying child's behaviour is unacceptable and why. The child is reminded that when someone says "STOP, I don't like it" they **MUST STOP**.
- Time will be made for parents to talk to their key person to explore what is happening for their child and how the nursery and parent can support the child together.
- Bullying will be monitored through written observation for the parent to reassure them of progress being made.
- Looking at how the setting is organized and how the team is deployed so that the child does not find them self in a vulnerable situation.
- Discussing appropriate behaviour (being kind to each other etc) through circle time/group time.
- Implementing a system for praising and encouraging acceptable social behaviours'.

This policy was adapted by -

The Director, Managers and Team of Windsor Kindergarten

Date -

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Date to be reviewed -

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Name of signatory -

Tanya Webber