



Anti-Bullying Policy

Bearhugs Nurseries Ltd. is committed to providing a caring, friendly and safe environment for all children that is free from bullying

Bullying is defined as the persistent physical, verbal or emotional abuse of another child or children. It is often planned and most bullies are aware of the impact of their actions.

All alleged incidents of bullying will be taken seriously and investigated.

We aim to:

- Reassure the bullied child that they will be listened to and every effort will be made by the staff to help and support them.
- Not label children as 'bullies'
- Establish facts surrounding the allegations
- Help a child that has been bullying to recognise and understand the implications of their actions
- Recognise that children who bully have often been bullied or are being bullied themselves
- Discuss with parents/carers of the child who has been bullying the situation and strategies for managing the behaviour.
- Discuss the situation with the parents/carers of the child who has been bullied and offer reassurance that the situation is being dealt with.
- Record all relevant details of an investigation of alleged bullying.
- Children attending the setting will be supported to become assertive and develop their self-esteem as part of our promotion of PSED and British Values.
- Equipment, resources and activities will be used to promote anti-bullying.
- Suspending or expelling a child from the setting will only be used as a last resort where other strategies have failed and indicates the seriousness of an episode of bullying.

- If necessary and appropriate the police may be consulted, depending on the type of bullying.

Helplines and Organisations

- Bullying UK - www.bullying.co.uk
- Kidscape - 020 7730 3300 - www.kidscape.org.uk
- Childline - 0800 1111 - www.childline.org.uk
- NSPCC - 0808 800 500 - www.nspcc.org.uk

Signed on behalf of the setting by:

Manager/Owner

Date: 1st May 2020

Review Date: 1st May 2021