

8.1. Anti-Bullying Policy for Welford Pre-school

Statement of intent

Welford Pre-school is committed to providing an environment for children that is safe, welcoming and free from bullying. Bullying of any form is unacceptable at Welford Pre-school, whether the offender is a child or an adult. The victim is never responsible for being the target of bullying.

Bullying

We take bullying very seriously. Bullying involves the persistent physical or verbal abuse of another child or children. It is characterised by intent to hurt, often planned, and accompanied by an awareness of the impact of the bullying behaviour.

A child who is bullying has reached a stage of cognitive behaviour development where they are able to plan to carry out a premeditated act with the intent to cause distress to another.

If a child bullies another child or children:

- we show the children who have been bullied that we are able to listen to their concerns and act upon them;
- we intervene to stop the child who is bullying from harming the other child or children;
- we explain to the child doing the bullying why their behaviour is not acceptable.
- we give reassurance to the child or children who have been bullied;
- we help the child who has done the bullying to recognise the impact of their actions;
- we make sure that children who bully receive positive feedback for considerate behaviour and are given opportunities to practise and reflect on considerate behaviour;
- we do not label children who bully as 'bullies'.
- we recognise that children who bully are often unable to empathise with others and for this reason we do not insist that they say sorry unless it is clear that they feel genuine remorse for what they have done. Empty apologies can be just as hurtful to the bullied child as the original behaviour;
- we discuss what has happened with the parents/carers of the child who did the bullying and work out with them a plan for handling the child's behaviour; and

- we share what has happened with the parents/carers of the child who has been bullied, explaining that the child who did the bullying is being helped to adopt more acceptable ways of behaving.

Date reviewed	17/06/2021
This policy was adopted at a meeting of Welford Pre-school held on	08/07/2021
Signed on behalf of the Committee	<i>E Worrell</i>
Role of signatory	Chair