



Allsorts Anti-Bullying Policy

Purpose

We are committed to providing a friendly, caring and safe environment for all children. Bullying of any kind is unacceptable in our settings. If bullying does occur, children should be able to tell an adult and know that incidents will be dealt with promptly and effectively. Anyone who knows that bullying is happening is expected to tell Allsorts staff. No-one deserves to be a victim of bullying and everybody has the right to be treated with respect. Children who are bullying someone need to learn different ways of behaving. Settings have a responsibility to respond promptly and effectively to issues of bullying.

What is bullying

Bullying is when someone is picked on by a person or group. It can also be the use of aggression with the intention of hurting another person.

Bullying can be:

- Emotional – being unfriendly, excluding, tormenting (e.g. hiding possessions, 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 – because of, or focussing on the issue of sexuality.
 - Verbal – name calling, sarcasm, spreading rumours, teasing.
 - Cyber – all areas of internet, such as email and social media misuse. Mobile phone threats by messaging & calls. Misuse of associated technology, i.e. camera and video.
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Signs and symptoms of bullying

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- Is frightened of walking to or from the setting with their parent/carer.
- Changes their usual routine.
- Is unwilling to go to preschool.
- Becomes withdrawn, anxious or lacking in confidence.
- Starts stammering.
- Attempts or threatens suicide.
- Runs away.
- Cries themselves to sleep at night or has nightmares.

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- Cries themselves to sleep at night or has nightmares.
- Feels ill in the morning.
- Comes home with clothes torn or possessions damaged.
- Has unexplained cuts or bruises.
- Becomes aggressive, disruptive or unreasonable.
- Is bullying other children or siblings.
- Stops eating.
- Is frightened to say what's wrong.
- Gives improbable excuses for any of the above

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Procedures

1. Report bullying incidents to Allsorts staff.
 2. Incidents will be recorded by staff.
 3. The parents should be informed, and in serious cases will be asked to come to a meeting to discuss the problem.
 4. If necessary and appropriate the police will be consulted.
 5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
 6. An attempt will be made to help the bullies change their behaviour.
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Outcomes

1. The bully may be asked to apologise. Other consequences may take place.
2. In serious cases suspension or even exclusion will be considered.
3. If possible the children will be reconciled.
4. After the incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place

Prevention

We will help children to prevent bullying. As and when appropriate these methods may be used:

- Writing a set of setting rules – golden rules.
 - Signing a behaviour contract.
 - Writing stories or poems or drawing pictures about bullying.
 - Reading stories about bullying.
 - Making up bullying role plays.
 - Having discussions about bullying.
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Staff Bullying Issues

Allsorts also recognises the issue of staff bullying and the effect that it can have on staff. Any staff victimisation, bullying, or exclusion is not acceptable and will be dealt with immediately. If necessary, the disciplinary process will be used to deal with this matter. Staff and adults in the setting are encouraged to report incidences of this sort.