



# **Greenshoots Preschool and Wraparound Care**

## **Anti bullying Policy**

For the benefit of this policy **Laira Green Trust** – which is the governing body of **Greenshoots Pre-school and Wraparound care** is hereafter referred to as **Greenshoots**.

### **CONTENTS:**

- The Basis of Our Policy
- What is Bullying?
- As a Parent
- As a Responsible Setting, We Will...
- Action We Will Take if We Suspect Bullying is Happening
- Signed Sheet

### **The Basis of Our Policy**

At Greenshoots, we believe children have the right to play and learn in a supportive, caring and safe environment. If behavioural expectations are set and reasonable boundaries are put in place by our caring and supportive practitioners, it can minimise the occurrence of bullying. It is important that Greenshoots has a policy to promote this belief.

Bullying affects everyone, not just the bullies or the victims. Bullying is any behaviour by an individual or a group, is usually repeated over time and intentionally hurts another individual or group physically, socially or emotionally.

**Persistent/Consistent: Several Times on Purpose (S.T.O.P)**

No one person or group, be they staff or children, should have to tolerate and accept this kind of behaviour.

Only when all issues of bullying are addressed, will a child best be able to benefit from the opportunities available to them at Greenshoots.

Although bullying in the strongest context of the word does not occur at Greenshoots, it is recognised by practitioners that preschool children are developing their personalities and friendships, as well as exploring boundaries and appropriate behaviour which can result in conflict and clashes of personalities.

The rough and tumble of children's natural play, the falling in and out of friendships and the pushing and shoving that children often engage in at playtime may be considered aggressive. However, this behaviour does not usually involve the wilful, conscious desire to hurt, to threaten or to frighten someone else, which can be overt or subtle intimidation, often premeditated and on-going, that is a characteristic of bullying.

Children learn by copying others, particularly peers and adults and by exploring what they can and cannot do in their play and relationships.

Bullying is not part of a healthy response to growing and learning. It is often used by those with low self-esteem, who have witnessed bullying or been bullied by others and who find making relationships difficult.

Practitioners minimise occurrences by being observant and recognising some children enjoy the company of others and some don't. Fully understanding each child and observing them helps with the restorative approach Greenshoots endeavours to use.

If any level of bullying is suspected, observed or reported, the matter will be taken seriously, dealt with promptly and all parties will be supported appropriately and fairly.

This will involve working towards a shared understanding of the causes of the behaviour. Greenshoots understands that behaviour is very often a form of communication and should be recognised as such. Matters will be documented as necessary and reported to the Manager(s), Senior and parents if deemed necessary.

## What is Bullying?

Bullying can occur through several types of anti-social behaviour. It can be, but is not exclusive to:

- **Physical** - being physically punched, kicked, hit, spat at, etc
- **Verbal** - verbal abuse can take the form of name calling
- **Emotional** - a child can be bullied simply by being excluded from discussions/activities or play, with those they believe to be their friends.

## As a Parent:

If you suspect your child is being bullied:

- Look for unusual behaviour in your child. For example, they may suddenly not wish to attend nursery and complain of being unwell or being suddenly very upset at the prospect of attending nursery.
- Always take an active role in your child's education. Enquire how their day has gone and who they spent time with.
- If your child encounters any problems at Greenshoots, inform the Manager(s) **IMMEDIATELY**. Your complaint will be taken seriously and the appropriate action will be taken.
- It is important to advise your child not to fight back. Negative physical interactions between children can make matters worse! Tell them to approach an adult in the setting and ask for help so the incident can be dealt with effectively.
- Try to ensure your child maintains a positive image of themselves.

## As a Responsible Setting, We Will....

- Provide an enabling and proactive environment in order to minimise opportunities for bullying
- Use any opportunity to discuss the appropriate ways to behave towards each other; eg, circle times, topics, role play, when going outside, snack times, accessing provisions
- Deal quickly, firmly and fairly to any complaints, involving parents where necessary in a **calm and positive manner**
- The Manager(s) will review this policy and its degree of success
- The staff will have a firm and fair approach to behaviour management. We will endeavour to ensure the rules needed to be understood by the children are few, simple and easy to understand

- Not use teaching materials or equipment that gives negative views of any group, regarding any personal aspects pertaining to them, such as, gender, ethnic origin, beliefs etc
- Encourage children to discuss how they get along with other people and to form positive attitudes towards other people, exploring what friendship is
- Encourage children to treat everyone with respect
- Take bullying as a serious offence and take every possible action to eradicate it from Greenshoots
- Promote and follow the ethos of being kind, caring and share
- Have suitable training to continue personal development within behaviour management, both on an individual and team basis
- At Greenshoots we promote the 4 fundamental British Values. Mutual Respect, Individual liberty, Democracy and Rule of law.

### **Action to be Taken When We Suspect Bullying is Happening**

We will support children in conflict resolution by using the following steps:

- We will approach calmly, stopping any hurtful actions
- Acknowledge all children's feelings
- Gather information from all parties
- Restate the problem
- Ask for ideas and solutions and choose one together
- Relate to Manager(s) and parents/carers if necessary
- Monitor those involved to ensure the mediation process is helping
- Be prepared to give follow up support

On

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I,

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*Fully read and understood this Anti Bullying Policy.*

*I am also aware if I have any issues in understanding this document or I have any questions, I am to seek the help and advice of the Manager(s) of Greenshoots*

This policy was adopted on : \_\_\_\_\_

Signed on behalf of Laira Green Trust - Greenshoots Pre-school and Wraparound Care –

Chairperson, Laira Green Trust:

Greenshoots Manager (Strategy and Support):

Laira Green Trust, c/o Laira Green Primary School, Bramley Road, Laira, Plymouth, Devon, PL3 6BP. Telephone : 01752 228272. Registered Charity No1136071 Registered Company No: 7110815 England & Wales.