



Early Learning and Childcare Centre

ANTI-BULLYING POLICY

The Care Inspectorate's Health and Social Care Standards inform the standard of practice expected of Ferryfield's staff, when following this policy they are adhering to:

Standard 3: I have confidence in the people who support and care for me.

Dignity and respect

3.3 – I have agreed clear expectations with people about how we behave towards each other, and these are respected.

3.5 – As a child or young person, I am helped to develop a positive view of myself and to form and sustain trusting and secure relationships.

Responsive care and support

3.16 – People have time to support and care for me and to speak with me.

3.17 – I am confident that people respond promptly, including when I ask for help.

Wellbeing

3.20 – I am protected from harm, neglect, abuse, bullying and exploitation by people who have a clear understanding of their responsibilities.

3.21 – I am protected from harm because people are alert and respond to signs of significant deterioration of my health and wellbeing, that I may be unhappy or may be at risk of harm.

Standard 4: I have confidence in the organisation providing my care and support

Responsive care and support

4.21 – If I have a concern or complaint, this will be discussed with me and acted on without negative consequences for me.

Ferryfield responds to the issue of bullying very seriously whether amongst children or adults and has strict procedures that will be adhered to, should there be a complaint or an observation within Ferryfield that bullying is happening.

What is bullying?

Bullying is not always easy to define, but according to Dan Olweus; an expert in the field of prevention of bullying, it should include:

- Physical - pushing, kicking, hitting, pinching and other forms of violence or threats.
- Verbal - name calling, sarcasm, spreading rumours, persistent teasing.
- Emotional - excluding, tormenting, ridicule or humiliation.
- Racist - racial taunts, graffiti, gestures or comments.
- Social - unwanted physical contact or abusive comments.
- Homophobic - any hostile or offensive action against lesbian, gays or bisexuals or those perceived to be these above.

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All of the above forms of bullying can be delivered on a personal, face to face basis and by using existing and new technology, known as cyber bullying.

We can sum up bullying as actions taken by one or more people with the deliberate intention of hurting another person. However, bullying is about a pre-meditated act, which relies on a stage of cognitive development in order to think the process through, and occurs generally in children 5 years and over.

Aims and Objectives

- Bullying is wrong and is damaging to individual people, Ferryfield proactively implements policies and procedures to prevent bullying, by developing a service in which bullying is regarded as unacceptable by all adults associated with Ferryfield.
- We aim to deliver a secure environment where all children can play and learn without fear or anxiety and their parents/carers feel welcomed and accommodated.
- This policy and the accompanying procedures, aim to produce a consistent response to any bullying incident.
- We aim to make all those connected with Ferryfield aware of our opposition to bullying and to have staff that understand that they have a responsibility towards the eradication of bullying in our service.

Rough and Tumble Play

There is a need to recognise rough and tumble play as a distinct form of play that is different and separate from inappropriate or aggressive behaviour. Television and/or film often include superheroes etc. and can influence young children towards weapon play, often they will mimic this behaviour through their play. We endorse the following strategies to manage this kind of play:

- Recognise that this is pro-social play rather than aggressive.
- Observe the play and if appropriate set boundaries for the games.
- Use planning opportunities to discuss the concept of 'good' and 'bad'.
- If their play appears to be becoming too rough and raucous we will support the play to find alternative solutions to weapon play, exploring different scenarios.

Hurtful Behaviour

Very young children are 'egocentric' which means that they put their own feelings before others, and even the most considerate child will have the occasional outburst due to (but not limited to) frustration, anger and/or over exuberance. We acknowledge that this is a developmental area that needs to be nurtured and supported and that very young children do not intentionally wish to cause hurt. If hurtful comments and or behaviours are observed, our strategies are:

- To recognise that very young children are not always able to manage their own feelings and deliver them appropriately.
- Assist in this management to support their biological and cognitive development.
- Offer support to all parties involved in the incident by discussing the issues through play, story times and circle time activities.

Adult Bullying

When staff are seen to be bullying others, their behaviour will be dealt with through the implementation of the Discipline and Dismissal policy and procedures.

However when bullying by the parents / carers of the children is witnessed, this behaviour will be challenged and an explanation will be put forth as to why this behaviour is not acceptable in Ferryfield and an explanation given that if the behaviour continues they parent will be unable to enter the premises.

If a parent / carer continues to demonstrate inappropriate behaviour they will be asked to wait outside Ferryfield on all occasions and their child will be supported by the staff members.

Adopted by the Committee

Date

August 2019