



Heronswood Pre-School and Wraparound

Anti-Bullying Policy

1. Rationale

At Heronswood Pre-School and Wrap Around we believe that bullying is undesirable and unacceptable and we take it very seriously.

- Bullying is a problem to which solutions can be found.
- Seeking help and openness are regarded as signs of strength not weakness.
- All members of our community will be listened to and taken seriously.
- Everyone has the right to enjoy and achieve in an atmosphere that is free from fear. All of us have a responsibility to ensure that we do not abuse or bully others
- Children should talk to an adult if they are worried about bullying and have a right to expect that their concerns will be listened to and treated seriously.
- Children should be involved in decision making about matters that concern them.
- We all have a duty to work together to protect vulnerable individuals from bullying
- We believe in tackling bullying by encouraging an environment where individuality is celebrated and individuals can develop without fear.

2. Definition of Terms

What is Bullying? Through the consultation process, Heronswood's understanding of bullying is as follows: "Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally."

3. Aims and Objectives

The aim of our anti-bullying policy is:

- To assist in creating an ethos in which attending Heronswood Pre-School and Wrap Around is a positive experience for all members of our community.
- To make it clear that all forms of bullying are unacceptable at Heronswood.
- To enable everyone to feel safe and encourage children to report incidents of bullying.
- To deal with each incident of bullying as effectively as possible, taking into consideration the needs of all parties and of our community, and, as a result, to reduce the incidents of bullying.
- To support and protect victims of bullying and ensure they are listened to.
- To help and support children/young people displaying bullying behaviour to change their attitudes and understand why it needs to change.
- To liaise with parents and other appropriate members of the school community.
- To ensure all members of our community feel responsible for helping to reduce bullying.

4. If a child is suspected of bullying another child or children:

- We will investigate, record findings and inform parents/carers
- We will intervene to stop the child harming the other child/children.
- We explain to the child doing the bullying why her/his behaviour is inappropriate.
- We give reassurance to the child/children being bullied.
- We help the child who has been bullying to say sorry for his/her actions.
- We do not label the child/children who have been bullying others.
- When children bully, we discuss what has happened with their Parent/Carers and work out a plan with them for handling the child's behaviour and
- When children have been bullied, we share what has happened with their Parents/Carers, explaining that the child who did the bullying is being helped to adopt a more acceptable way of behaving in future.

Policy written – February 2017

By Pat Croom – Pre-School Manager

Ratified by Governors – May 2017

Policy to be reviewed – February 2019