



Ladybirds Preschool Anti-bullying Policy (Revised 4th January 2025)

Working in conjunction with the Early Years Foundation Stage Statutory Framework (EYFS).

Quality and Consistency.

A Secure Foundation.

Partnership Working.

Equality of Opportunity.

Unique Child Positive Partnerships Enabling Environment Learning and Developing

Introduction

Ladybirds Preschool acknowledges the following definition of bullying as 'the act of intentionally causing harm to others through verbal harassment, physical assault or more subtle means of coercion such as manipulation. It involves an imbalance of power because of the negative effect on the victim.'

Bullying of any type – verbal, social, physical, racial or emotional – will not be tolerated.

Procedure

This policy outlines the procedures that will be followed if any incident of bullying by a staff member, student, parent/carer, visitor or child occurs.

The anti-bullying policy will be discussed with members of staff during the induction process.

The policy and any issues that may arise due to bullying will be discussed at least annually at staff meetings.

All parents/carers, staff, students and volunteers will be aware of this policy.

Guidelines:

1. When bullying by a staff member occurs and a complaint is made the matter will be dealt with immediately by the Manager and a member of the committee.
2. The perpetrator of the bullying may be subject to disciplinary action. The victim will be offered support.
3. When bullying occurs by a child, the matter will be dealt with immediately. Any incidents must be reported in the room incident book and the parents of both victim and perpetrator informed of what has taken place.
4. A member of staff will talk to the child who was bullying and explain what was wrong with their behaviours and why in a manner that is appropriate to the age and

stage of development of the child. They should be encouraged to apologise to the victim.

5. If this behaviour continues over a period of time the member of staff responsible for behaviour management issues should be consulted for advice and guidance.

Legislation and Guidance

EYFS Statutory Framework (September 2021)

Other Related Policies & Procedures

The following policies provide additional information regarding the safeguarding and welfare of the children in our care:

- *Children's Records Policy*
- *Children's Rights & Entitlement Policy*
- *Complaints Policy*
- *Confidentiality Policy*
- *Data Protection Policy*
- *Diversity & Equality Policy*
- *Employment & Staffing Policy*
- *Equal Opportunities Policy*
- *E-Safety Policy*
- *EYPP Policy*
- *First Aid Policy*
- *Health & Safety Policy*
- *Information Sharing Policy*
- *Key Person & Settling In Policy*
- *LADO Policy*
- *Looked After Children Policy*
- *Mobile, Camera & Social Media Policy*
- *Outdoor Play Policy*
- *Outdoor Visits Policy*
- *Parent Involvement Policy*
- *Parents Alcohol & Drug Misuse Policy*

- *Photograph and Video Policy*
- *Physical Contact & Handling Policy*
- *Positive Behaviour Policy*
- *Prevent & British Values Policy*
- *Recording & Reporting of Accidents & Incidents Policy*
- *Risk Assessment Policy*
- *Safeguarding & Child Protection*
- *Sen/Inclusion Policy*
- *Staff & Volunteers Policy*
- *Suitable Persons Policy*
- *Transfer of Records Policy*
- *Usage, Storage or Retention of Records Policy*

This policy will be monitored and evaluated at committee meetings. It will be reviewed annually and unless new legislation or an incident occurs which requires an immediate review of this policy

January 2025

Review Date: January 2026

This policy was adopted by the committee on

Signed: Jean De Garis _____

Reviewed Date: 01/01/26

Signature: *AL Mann-Rae*

Amendments:

Reviewed Date:

Signature:

Amendments:

Reviewed Date:

Signature:

Amendments:

Reviewed Date:

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