Anti Bullying Policy

The purpose and scope of this policy statement

Alburgh with Denton & Harleston Preschool Nurseries works with children and families as part of its daily activities to ensure that all our children received high quality Early Years education in a safe and stimulating Early Years environment.

The purpose of this policy statement is:
• to prevent bullying from happening between children and young people who are a part of our organisation or take part in our activities
• to make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need
• to provide information to all staff, volunteers, children and their families about what we should all do to prevent and deal with bullying.
This policy statement applies to anyone working on behalf of Alburgh with Denton & Harleston Preschool Nurseries including senior managers and the board of trustees, paid staff, volunteers, sessional workers, agency staff and students.

Separate documents set out:
• our code of behaviour for children, young people and adults
• our policies and procedures for preventing and responding to bullying and harassment that takes place between adults involved with our organisation.
All our policies and procedures can be found on our website.

What is bullying?
Bullying includes a range of abusive behaviour that is
• repeated or
• intended to hurt someone either physically or emotionally.
You can find out more about bullying and cyberbullying Legal framework
https://learning.nspcc.org.uk/child-abuse-and-neglect/bullying-cyberbullying

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect all children in the UK. NSPCC Learning https://learning.nspcc.org.uk provides summaries of the key legislation and guidance on:
• bullying and cyberbullying
• online abuse
• child protection in each nation of the UK.

We believe that:

• children and young people should never experience abuse of any kind
• we have a responsibility to promote the welfare of all children and young people, to keep them safe and operate in a way that protects them.

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We recognise that:
• bullying causes real distress and affects a person's health and development
• in some instances, bullying can cause significant harm
• all children, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of harm or abuse
• everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying. We will seek to prevent bullying by:
• developing a code of behaviour that sets out how everyone involved in our organisation is expected to behave, in face-to-face contact and online, and within and outside of our activities
• holding regular discussions with staff, volunteers, children, young people and families who use our organisation about bullying and how to prevent it
• providing support and training for all staff and volunteers on dealing with all forms of bullying, including racist, sexist, homophobic, transphobic and sexual bullying
• putting clear and robust anti-bullying procedures in place.

Our regular discussions with staff, volunteers, children, young people and families will focus on:
• group members' responsibilities to look after one another and uphold the behaviour code
• practising skills such as listening to each other
• respecting the fact that we are all different
• making sure that no one is without friends
• dealing with problems in a positive way
• checking that our anti-bullying measures are working well.

Responding to bullying
We will make sure our response to incidents of bullying takes into account:
• the needs of the person being bullied
• the needs of the person displaying bullying behaviour
• needs of any bystanders
• our organisation as a whole.
We will review the plan we have developed to address any incidents of bullying at regular intervals, in order to ensure that the problem has been resolved in the long term.

More information about responding effectively to bullying is available:
• protecting children from bullying and cyberbullying https://learning.nspcc.org.uk/child-abuse-and-neglect/bullying-cyberbullying
• recognising and responding to abuse. https://learning.nspcc.org.uk/child-abuse-and-neglect/recognising-and-responding-to-abuse

Diversity and inclusion
Diversity and inclusion We recognise that bullying is closely related to how we respect and recognise the value of diversity.
We will be proactive about:
• seeking opportunities to learn about and celebrate difference
• increasing diversity within our staff, volunteers, children and young people
• welcoming new members to our organisation.

Related policies and procedures This policy statement should be read alongside our organisational policies and procedures including:
• safeguarding and child protection policy and procedures (PCG034 safeguarding children)
• managing allegations made against a child or young person (PCG030 allegations against staff)
• managing allegations of abuse made against staff and volunteers (PCG030 allegations against staff)
• code of conduct for staff, students and volunteers (EMP010 code of conduct)
• equality, diversity and inclusion policies. (PCG015 equality of opportunity & inclusion)

Contact details

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You can call the NSPCC Helpline on 0808 800 5000 for advice or further information.