

# Pioneer Childcare

## Anti-Bullying Policy

Pioneer Childcare will provide a supportive, caring, and safe environment with an aim that all children are free from the fear of being bullied. Bullying behaviour in any form is unacceptable and will not be tolerated in our clubs, whether carried out by a child or an adult.

It will be made very clear to staff, children, and parents/carers of the Company's position on bullying and that any incidents will be taken very seriously.

Staff will be supported to understand this policy and that bullying is a form of peer-on-peer abuse. They should understand that they have a responsibility to act and share their concerns about behaviour of any kind with their manager. It is vital they respond promptly and understand that the child who is perpetrating the bullying may be at risk of harm themselves.

Any child who is a victim of bullying will be dealt with in a sympathetic and supportive manner. If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff informed, and then discussed with the manager. A clear account of the incident will be recorded in an **Incident log**. All staff will be informed so that close monitoring of the victim and bully can begin. Parents of both parties will be informed.

Pioneer Childcare defines bullying as the *repeated* harassment of others through emotional, physical, psychological, or verbal abuse.

- **Physical:** Pushing, scratching, spitting, kicking, hitting, biting, taking or damaging belongings, tripping up, punching or using any sort of violence against another person.
- **Psychological:** Behaviour likely to create a sense of fear or anxiety in another person.
- **Emotional:** Being deliberately unkind, shunning or excluding another person from a group or tormenting them. For example, making another person feel 'left out' of a game or activity, passing notes about others or making fun of another person.
- **Verbal:** Name-calling, put-downs, ridiculing or using words to attack, threaten or insult. For example, spreading rumours or making fun of another person's appearance.

Bullying is different from one off or low-level disagreements, unkindness or lashing out (relational conflict). Posters will be displayed at club – 'Rude, mean and bullying' - to help children understand the difference between bullying and relational conflict.

### Preventing bullying behaviour

Staff at Pioneer Childcare will foster an anti-bullying culture in the following ways:

- Encourage caring and nurturing behaviour and promote values that encourage respect.
- Promote fundamental British Values.
- Ensure that differences are considered as positive and promote diversity and inclusive practices.
- Respond to negative behaviours immediately and consistently.
- Celebrate positive behaviour.
- Work closely with schools, particularly during Anti-Bullying week to promote awareness.
- Value each child as an individual and expect the best for them.
- Discuss friendships and encourage paired, group and team play.
- Actively encourage children to participate in group activities or by advocating buddies/helpers.
- Provide activities and that promote discussion about bullying and the impact it has, including why it is not acceptable and will not be tolerated.
- Encourage children to report bullying without fear by encouraging them to speak up and listening when they do.
- Give children reassurance that they have done the right thing when they do speak up.
- Support children to resolve conflicts and understand the consequences of bullying behaviour.

- Provide a safe environment in which children can discuss personal issues.
- Ensure children know they can ask for help and know who to talk to.
- Ensure we have robust safeguarding policies and procedures and that staff know to be vigilant to the signs of bullying behaviour.
- Staff are positive role models.

### Responding to bullying behaviour

Pioneer Childcare acknowledges that despite all efforts to prevent it, bullying behaviour is likely to occur on occasion. Should such incidents occur, Pioneer Childcare will respond in accordance with the following principles:

- We will address all incidents of bullying thoroughly and sensitively.
- Victims of bullying will be offered the immediate opportunity to discuss the matter with a member of staff who will reassure the child and offer support.
- They will be reassured that what they say will be taken seriously and handled sympathetically.
- Staff will support the individual who has been bullied, keeping them under close supervision, and checking their welfare regularly.
- If another child witnesses bullying and reports this, staff will reassure them that they have done the right thing. Staff will then investigate the matter.
- If a member of staff witnesses an act of bullying, involving children or adults at the club, they will inform the manager.
- Children who have bullied will be helped by discussing what has happened, establishing why the child became involved. Staff will help the child to understand why this form of behaviour is unacceptable and will encourage them to change their behaviour.
- If bullying behaviour persists, more serious actions may be taken, and permanent exclusion may be considered, as laid out in our **Suspensions and Exclusions Policy**. Persistent bullying behaviour can be an indication that the perpetrator is at risk of harm themselves and may result in a safeguarding referral in line with our **Safeguarding Children Policy**.
- All incidents of bullying will be reported to the manager and will be recorded on an **Incident Log**. A separate incident will be recorded for the victim and the perpetrator and shared with each parent/carer. The manager and other relevant staff will review the Company's procedures in respect of bullying, to ensure that practices are relevant and effective and that the bullying does not continue.
- The manager will inform the parents/carers of all parties involved and discuss outcomes and plans going forwards.

This policy was adopted by: Pioneer Childcare Ltd	Date: 25 <sup>th</sup> January 2023
To be reviewed: 24 <sup>th</sup> January 2024	Signed: <i>J. Wilkins</i>

Written in accordance with the EYFS welfare requirement: *Safeguarding and promoting children's welfare.*