

Greenwich House Independent School

Kindergarten and Crèche Anti-Bullying Policy

Definition

Bullying is any personal attack or attacks, sustained or otherwise, repeated or threatened on another pupil involving either physical, emotional or verbal abuse, or a combination thereof, resulting in any injury, distress, intimidation or isolation of that pupil from access to a happy, secure and effective learning environment. It is often planned and most bullies are aware of the impact of their actions.

All alleged incidents of bullying will be taken seriously and investigated.

The policy of Greenwich House Independent School, Kindergarten and Crèche of promoting a family ethos involving the children learning to care for and appreciate the needs of children is our main defence against this type of anti-social behaviour. From the outset all children at Greenwich House are actively and consistently encouraged to help each other and to report to adults if they notice someone who is hurt or otherwise unhappy. They are also taught to appreciate each other's contributions to pre-school life, i.e. to not just make allowances for children who find things difficult but to actively help them and involve them appropriately.

Children attending the setting will be supported to become more assertive and develop their self esteem

Equipment, resources and activities will be used to promote anti bullying.

Should an incident of bullying be brought to our attention by children, staff or parents the following procedure will be followed:

We aim to:

- Reassure the bullied child that they will be listened to and every effort will be made by the staff to help and support them.
- Not label children as 'bullies'.
- Establish facts surrounding the allegations.
- Help a child that has been bullying to recognise and understand the implications of their actions.
- Recognise that children who bully have often been bullied or are being bullied themselves.
- Discuss with the parents/carers of the child who has been bullying the situation and strategies for managing the behaviour.

- Discuss the situation with the parents/carers of the child who has been bullied and offer reassurance that the situation is being dealt with.
- Record all relevant details of an investigation of alleged bullying.

Suspending or expelling a child from the setting will only be used as a last resort where other strategies have failed and indicates the seriousness of an episode of bullying. If necessary and appropriate the police may be consulted, depending on the type of bullying.

Help lines and Organisations

- Bullying UK – www.bullying.co.uk
- Kidscape - 020 7730 3300 - www.kidscape.org.uk
- Childline - 0800 1111 - www.childline.org.uk
- NSPCC – 0808 800 5000 - www.nspcc.org.uk

Signed on behalf of the setting by:

..... *Head Teacher*

Date: Revised 2011
Reviewed 2012
Reviewed Sept 2015
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