Little Disciples Childcare

Anti-Bullying Policy

"Caring for children, supporting parents, and sparking imaginations – where quality, affordability, and excitement meet!"

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1.0	September 2024	Initial Release for Provider changes	S. Gocher	A. Stephens	Annually – September 2024
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Policy Statement

At Little Disciples Childcare, we are committed to providing a seamless and cohesive approach to childcare across all our services. This policy and procedure apply equally to both our Nursery Plus provision and our Breakfast, Afterschool, and Holiday Club services. This integrated framework ensures consistent standards of care, safety, and quality across all aspects of our provision, fostering a supportive and nurturing environment for every child in our care.

Anti-Bullying Policy

Purpose
Little Disciples Childcare is committed to providing an environment that is safe, friendly, and caring for all. The purpose of this policy is to prevent bullying in all its forms, ensure a supportive environment, and provide a clear framework for addressing incidents. This policy relates to all staff, children, and parents/carers linked to the setting.

Definition of Bullying
Bullying is intentional, repeated behaviour that causes physical, emotional, or psychological harm. It can occur in person, online, or through various forms of communication. Bullying can include physical actions, verbal abuse, psychological manipulation, and cyberbullying.

Examples of Bullying
Bullying can take many forms. Someone might be bullying you if they are:

- Calling you names
- Spreading lies or rumours about you
- Teasing you
- Hitting, kicking, or causing you physical pain
- Pushing or pulling you around
- Taking your money or possessions
- Leaving you out or excluding you
- Threatening or intimidating you
- Sending mean messages via text, email, or social media
- Filming you on their mobile phones and sharing it without your consent

Bullying is not an accepted behaviour at Little Disciples Childcare. Anyone found to be engaging in bullying will be dealt with in an appropriate manner, in line with our behaviour policy, safeguarding policy, and other relevant policies.

Roles and Responsibilities

- **Staff**: Staff members are responsible for promoting a positive environment, identifying signs of bullying, and addressing concerns promptly and effectively.
- **Children**: Children are encouraged to speak up if they experience or witness bullying. They should feel confident that their concerns will be taken seriously.
- **Parents/Carers**: Parents and carers are encouraged to communicate any concerns regarding bullying to the setting promptly.

Procedure for Reporting Bullying

- **Children**: Children can report bullying to any trusted staff member. We encourage them to share their feelings and experiences openly.
- **Parents/Carers**: Parents and carers can report concerns directly to the Manager or Deputy Manager.
- **Staff**: Staff members are trained to identify and address signs of bullying and are expected to act immediately if they suspect bullying.

Responding to Bullying
Disclosures of bullying or changes in behaviour that suggest a child is being bullied will be dealt with in the following way:

- The child will be comforted and encouraged to explain what has happened.

- The Manager/Deputy Manager will investigate the matter in a sensitive manner, ensuring confidentiality is maintained (see Confidentiality Policy).
- Relevant records will be kept (in the incident book) and CPOMS, our Child Protection Software.
- If the bullying has been perpetrated by another child, the Manager/Deputy Manager will work in partnership with the child and their parents/carers (where appropriate) to find a positive way forward.
- Following the investigation, the setting's behaviour management policy may be implemented if deemed appropriate.

Support for Victims and Perpetrators

- **Victims**: Victims of bullying will receive emotional support and guidance to ensure they feel safe, valued, and understood. We will provide a supportive environment to help them regain confidence.
- **Perpetrators**: Those found to be bullying will receive support and guidance to understand the impact of their actions. We will work with them to develop positive behaviours and social skills.

Follow-Up and Monitoring
Incidents of bullying will be followed up with regular check-ins with all parties involved to ensure the resolution is effective and lasting. This ongoing monitoring ensures the behaviour has ceased and that all individuals feel safe and supported.

Promoting Awareness and Education
Opportunities for discussion, information, and resources about bullying will be integrated into the setting's program. Specific instances may also trigger discreet activities on the subject to raise children's awareness and understanding of the impact of bullying.

Staff Training
Playworkers and staff members will be encouraged to attend relevant training on bullying prevention and intervention wherever possible. This training ensures they are equipped to handle bullying incidents effectively.

Whistleblowing
While petty 'tale telling' is not desirable, genuine whistleblowing on bullying and other unacceptable behaviour will be acted on promptly. Allegations of bullying by staff and other adults associated with the setting will be investigated immediately.

Annual Review and Policy Awareness
This policy will be reviewed annually to ensure it remains effective. All staff, children, and parents/carers will be made aware of this policy and its importance.

Conclusion
Little Disciples Childcare is dedicated to fostering an environment where all individuals feel safe, respected, and valued. Bullying in any form is not tolerated, and all incidents will be addressed in a manner that is consistent with our policies and values.