



Holy Trinity Preschool
ANTI - BULLYING POLICY

Date Reviewed:

Signed

Next Review Date

Principles

What is Bullying?

The Northern Ireland Anti-Bullying Forum (NIABF) defines bullying as the repeated use of power by one or more persons intentionally to hurt, harm or adversely affect the rights and needs of another or others

Bullying is a form of unacceptable behaviour, but not all unacceptable behaviour can be considered bullying. Bullying usually has three key elements:

- It is repeated behaviour that happens over a period of time
- It involves an imbalance of power
- It is intentionally hurtful behaviour

All unacceptable behaviour must be challenged, whether it is bullying or not.

There are many different ways that bullying behaviour can be displayed. This could include:

- Being called nasty names, teased, made fun of, threatened or put down
- Being hit, kicked, punched, tripped up or knocked over
- Having belongings stolen or damaged
- Having rumours or gossip spread about you or people talking about you behind your back
- Being left-out, excluded or isolated
- Being forced to do something you don't want to do or know that is wrong

Policy

STATEMENT OF INTENT

At Community Playgroup we are committed to provide a caring, friendly and safe environment for all children and their families; so they can learn through play in a relaxed and secure atmosphere.

Bullying of any kind is unacceptable.

Links With Other Policies

Anti-Bullying Policy is set in the context of **pastoral care** and has links with other policies:

- Child Protection
- Behaviour Management
- Special Needs
- Complaints
- Equal Opportunities
- Whistle Blowing
- Confidentiality

Preventing bullying by means of good practice

- Encourage a whole group approach to prevent bullying
- Provide safe, secure and happy environment
- Promote positive behaviour
- Work in partnership with parents
- Encourage respect among children
- Encourage respect for equipment and resources
- Ensuring that awareness is raised through staff training
- Explain boundaries within the setting
- Promote co-operative group work
- Promote and implement the 'Respecting Difference' curriculum.

At Playgroup we consider the following as Types of Bullying

- 1. Verbal bullying** This is the most common type of bullying and it includes teasing, name-calling, taunts and threats.
- 2. Non Verbal bullying** Non-verbal forms of communication include gestures (a clenched fist), body language (a swagger) and facial expressions.
- 3. Physical bullying** Physical bullying can range over a wide continuum of severity, ranging from a push, pinch or some form of physical assault.
- 4. Exclusion bullying** This can be heard in phrases such as, 'You're not playing with us' or 'You're not coming to my party'. To be left out of the social group can be hurtful for young children.
- 5. Extortion bullying** This may appear to be a strong word but it includes forcing someone to hand over play materials or valuables.
- 6. Hiding things** Young children are sensitive about their possessions and become upset if their precious items regularly go missing.
- 7. Spoiling things** knocking down someone's work or destroying a game can be very distressing.

Possible signs of being bullied

- Unwillingness to go to Playgroup / Nursery
- Visible signs of anxiety when entering certain situations
- Unexplained mood swings / becoming withdrawn at group situations
- Loss of concentration and enthusiasm when taking part in activities
- Reluctance to speak out / say what is troubling them
- Becoming upset for no obvious reason
- Complaining about being unwell

- Atypical soiling

At playgroup we believe that this is not an exhaustive list and these signs and behaviours could indicate other problems but bullying should be considered.

Procedures for dealing with Bullying at CommunityPlaygroup

To discourage bullying we will ensure that staff is aware of signs of bullying and a consistent approach is used.

- Bullying is tackled through the curriculum i.e. circle time, role play and co-operative play to develop social skills
- Staff create opportunities for caring and sharing
- Staff monitor and evaluate the situation.
- Staff work in partnership with parents
- Support is offered to both, the child who is being bullied and to the child who is bullying through building the self-esteem of both children

Staff has appropriate procedures for recording incidents.

This policy was adopted at a meeting of the Management Committee held on (date):

Signed on behalf of the Management Committee
