

Twyford Playgroup EY484175
ANTI-BULLYING POLICY

Date reviewed: February 2025

Manager signature: Rachel Knott

Chair of committee Signature: Melissa Simpson

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At Twyford playgroup we understand bullying to be a deliberate, persistent attempt to hurt or humiliate someone. We strongly believe that our playgroup should be a happy place for children and adults, and that no one should have their time with us spoilt by the words and/or actions of another. Through our policy and practice we intend to ensure that all members of our playgroup community understand that:

- No form of bullying is acceptable
- Everyone should report incidents of bullying, including witnesses
- We will support victims of bullying
- We will confront children and adults who exhibit bullying behaviour with the consequences of their actions, and help them to modify their behaviour
- We respond to incidents calmly and without aggression, thus avoiding reinforcing the message that it is alright to bully if you have power
- We seek staff, parental/adult and peer group support to counter bullying at all times
- We will always listen

Identifiable types of bullying

Physical

- Hitting, punching, kicking
- Pushing, jostling, prodding, spitting
- Interference with personal property
- Psychological
- Name calling e.g. 'smelly'
- Reference to body image
- Threatening
- Malicious or repeated teasing/taunting
- Excluding
- Using body language e.g. threatening looks
- Aggressive verbal language

Racial

- Racial taunts
- Negative stereotyping
- Gestures

Sexual

- Inappropriate physical contact
- Use of sexist language
- Negative stereotyping

SEN/Disability

- Name calling based on disability or Special Educational Needs

Preventing Bullying

We recognise that there are times of the day when instances of bullying amongst children are more likely to occur, such as during free play and garden time, or in the playgroup toilet areas. Staff will be especially vigilant at these times. We also need to be aware of signs of stress in children who are not able to say they are being bullied. All staff are made aware of our policy, of the procedures to follow, and of the need for vigilance. In addition to this, all members of our playgroup community including adults are encouraged to report bullying to a member of the management team, including reporting incidents they may have overheard or witnessed.

Supporting Victims

We understand that victims can fall into this role through personal experience, and these children particularly need to be supported in developing skills to cope with future situations. They may display any of the following characteristics: sensitivity, low self-esteem, passivity, timidity and/or clumsiness. They may look different, have poorer social skills or may be affected by parental attitude. However, all children are unique, and this should be appropriate to each child.

In offering support to children, we:

- Always listen
- Give support through helping them to develop coping strategies e.g. by saying "Stop, I don't like it!"
- Encourage them to speak out, and to tell an adult what has happened
- Encourage co-operative activities with other children
- Aim to develop self-esteem and confidence
- Introduce strategies such as Promoting Alternative Thinking Strategies (PATHS) to involve all the children in the group.
- Following an incident, reassure children that they have our support and that it is not their fault
- Inform/involve other staff and/or parents/carers
- Monitor children with behavioural difficulties and potential victims
- Use modelling to problem solve including using co regulation strategies and feelings state talk

In offering support to adults:

- There is a grievance procedure in place for any adult who feels they have experienced bullying within Twyford Playgroup

Managing and Investigating Incidents of Bullying (Children)

All staff should take reports/incidents of bullying seriously, responding calmly and taking action as quickly as possible to establish exactly what has happened by listening to, and talking with, those involved, including witnesses. Depending on the severity of the incident, we may use some/all of the following strategies:

- Comfort, support and reassure the victim
- Encourage empathy with the victim from the child exhibiting the bullying behaviour
- Make it clear to the child what was inappropriate with his/her behaviour and why e.g. I

- can't let you do that – it is not safe
- Use a trauma informed approach, co-regulation and feeling state talk
- Encourage the child to try to make amends
- Keep all staff informed
- Involve parents/carers
- Report specific incidents to the Manager who will record the incident if appropriate
- Ensure all staff are aware of any incidents and how to handle difficult situations.
- Ensure the playgroups SENCo is involved with any incidents involving children with special educational needs.

Managing and Investigating Incidents of Bullying (Staff)

The Manager will follow the correct investigation procedure – In the event that the complaint of Bullying is about the Manager – The Chair of the Committee will follow the correct investigation procedure.