Sue Scarbro's Anti-Bullying Policy

Rationale

Bullying is always viewed and treated as unacceptable behaviour. Bullying can be physical, verbal, emotional, racist or cyber-bullying. Very young children are unable to regulate their emotions and this can result in undesirable behaviour that is developmentally appropriate to their levels of understanding. These behaviours will be addressed according to the behaviour management policy. Bullying is carried out by individuals or groups over a period of time to intentionally hurt others and is different and more severe than misbehaviour that happens with all children as they learn the rules expected from them. By providing a supportive environment where children learn to recognise their own feelings, and the impact of their behaviour on others, they will learn to be kind to each other and respect differences that will help to prevent incidents of bullying.

Procedure

I understand that there are many reasons a child will bully others and that some children become temporary bullies after a traumatic event in their lives while others become chronic bullies. I also understand that some children perceive events as teasing while others perceive the same event as bullying, depending on their experiences or sensitivity. All actions that are perceived as bullying by the person receiving the behaviour will be treated as bullying.

I will ensure all children have the chance to talk to me about their worries about bullying. I will give children enough time to discuss their concerns with me and will endeavour to help them to feel safe while in my care. I will make it clear that the child was right to discuss their worries with me and reassure them that the bullying is not their fault and that I will take actions to prevent it from happening again.

I will work with parents/carers alongside the child who has been bullied, to help develop strategies to help prevent further incidents. These may include saying 'no' sharply and walking away, ignoring the bully, or helping to increase their confidence appropriately by giving them praise and responsibility to help them feel valued.

In order to help prevent cyber-bullying children are only permitted to access the internet in the main areas of my setting where they can be supervised and there are limits on the amount of time children spend online. Parental controls are in place to prevent access to

unsuitable sites and children are not permitted to visit chat rooms whilst in my care. Children will not have access to mobile phones whilst in my care without my permission. This is in line with my Safeguarding Children policy.

Children who bully will be treated with understanding whilst being given a clear message that the behaviour is not permissible alongside the reasons why. Bullies often need to feel some success to make them feel good about themselves. With this in mind I will work with parents/carers to find ways of the child being able to achieve this without resorting to bullying others. This may involve asking the child for suggestions of/about how they can make amends for their behaviour and supporting them to achieve this.

I will work with parents/carers of a child who bullies to set firm, realistic boundaries for the child's future behaviour. I would expect these to be implemented at home and in the childminding setting to ensure consistency and help the child learn the wanted behaviour more easily and quickly. If, in extreme cases, and after working with parents/carers and the child, it isn't possible to change their behaviour, then in consideration of other children within the setting, the childminding agreement may need to be terminated.

Childminder's Signature: SScarbro

Date: January 2025