

## Anti-Bullying Policy

Toy Box is committed to providing a caring, friendly and safe environment for all children, parents and staff that is free from bullying.

Bullying is defined as the persistent physical, verbal or emotional abuse of another person.

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

### **The Responsibilities of All**

Everyone should:

- Work together as part of a team to combat and hopefully in time eradicate bullying.
- Demonstrate by example the high standards of personal and social behaviour we expect of the children in our care.
- Be alert to signs of distress and other possible indications of bullying.

### **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.

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.

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](http://www.bullying.co.uk)
- Kidscape - 020 7730 3300 - [www.kidscape.org.uk](http://www.kidscape.org.uk)
- Childline - 0800 1111 - [www.childline.org.uk](http://www.childline.org.uk)
- NSPCC – 0808 800 5000 - [www.nspcc.org.uk](http://www.nspcc.org.uk)

*This policy has been adopted by Toy Box Nursery LTD*

*Signed on behalf of the setting by:*

..... Owner..... Manager

Date:

Review Date: