

Safeguarding and Welfare Requirements: Welfare	
Policy Name:	Anti-bullying Policy and Procedure
Policy Creation Date:	December 2018
Last review:	February 2023
Next review:	February 2025
Owner:	Children's Service Manager

Policy Aim

The Rainbow Centre believes that all children have the right to play and learn in a supportive, caring and safe environment. If behavioural expectations are consistent and reasonable boundaries are put in place by caring and supportive staff, it can minimise the occurrence of bullying. It is important therefore that the Rainbow Centre has a clear written policy to promote this belief.

Bullying affects everyone, not just the bullies and the victims. No one person or group, whether staff or child, should have to accept this type of behaviour. Only when all issues of bullying are addressed, will a child best be able to benefit from the opportunities available at the Rainbow Centre. Although bullying in the strongest context of the word does not generally occur at the Rainbow Centre, it is recognised by staff that young children are developing their personalities and friendships, as well as exploring boundaries and appropriate behaviour which can result in conflict and clashes of personality. Staff minimise occurrences by being observant and recognising that some children prefer the company of others, and some don't. Fully understanding each child and observing them helps with the restorative approach we use.

If any level of bullying is suspected observed or reported, the matter will be taken seriously, dealt with promptly and all parties will be supported appropriately and fairly. This will involve working towards a shared understanding of the causes of the behaviour. We understand that all behaviour is a form of communication and should be recognised as such. Matters will be documented as necessary and reported to senior staff members or/and parents if deemed necessary.

What is bullying?

Bullying can occur through several types of anti-social behaviour.

It can be:

- **PHYSICAL** - child can be physically punched, kicked, hit, spat at, etc.
- **VERBAL** - verbal abuse can take the form of name calling.
- **EMOTIONAL** - A child can be bullied simply by being excluded from discussions/activities or play; with those they believe to be their friends.

[https://rainbowcentreorg-my.sharepoint.com/personal/inigoc_rainbowcentre_org/Documents/Documents/Services/Policies to upload/Anti-bullying Policy.docx](https://rainbowcentreorg-my.sharepoint.com/personal/inigoc_rainbowcentre_org/Documents/Documents/Services/Policies%20to%20upload/Anti-bullying%20Policy.docx)

- **RACIST** - racial taunts, graffiti, gestures
- **HOMOPHOBIC cause** of, or focusing on, the issue of sexuality
- **SEXUAL** - unwanted physical contact or sexually abusive comments
- **CYBERBULLYING** - the use of Information Communication Technology

As a parent:

- Look for unusual behaviour in your children. For example, they may suddenly not wish to attend the Rainbow Centre or they may regularly say that they feel ill, their behaviour might change when approaching the centre.
- Always take an active role in your child's education. Enquire how their day has gone and who they have spent their time with
- If your child encounters any problems at the Rainbow Centre inform the Service Manager IMMEDIATELY. Your complaint will be taken seriously, and appropriate action will follow as soon as possible.
- It is important that you advise your child not to fight back. It can make matters worse. Tell them to ask for help and to tell any adult as soon as possible so the incident can be dealt with effectively.
- Try to ensure that your child maintains a positive image of themselves.

As a setting:

- Provide an enabling and proactive environment in order to minimise opportunities for bullying
- Use any opportunity to discuss the appropriate way to behave towards each other: circle time, topics, persona dolls, when going outside, snack time etc.
- Deal quickly, firmly and fairly with any complaints, involving parents where necessary in a positive, calm manner.
- The Children's Service Manager will regularly review this Policy and evaluate its degree of success.
- The staff will continue to have a firm but fair approach to behaviour management. The rules should be few, simple and easy to understand.
- Do not use teaching materials or equipment which gives negative views of any group because of their ethnic origin, gender, etc.
- Encourage children to discuss how they get on with other people and to form positive attitudes towards other people, exploring what friendship is.
- Encourage children to treat everyone with respect.
- We will treat bullying as a serious offence and take every possible action to eradicate it from the Rainbow Centre. Follow the ethos of BE KIND, CARE and SHARE.
- Have suitable training to continue personal development within Behaviour Management both on an individual and group basis. **Behaviour Management Policy and Procedure**

Procedure

We will support children by following the six steps of conflict resolution as follows:

1. Approach calmly, stopping any harmful actions

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2. Acknowledge all children's feelings
3. Gather information from all parties
4. Restate the problem
5. Ask for ideas and solutions and choose one together
6. Be prepared to give follow up support. We will speak openly with parents/carers in order to formulate a mutual agreement regarding action to move the situation forwards in a way which meets individual needs. If necessary, outside agencies will be contacted in order to support the Rainbow Centre, the child and parents/carers.

As appropriate, the following steps will be taken:

- All parties will be listened to
- Parents will be informed
- Appropriate action will be implemented in accordance with the centre's Behaviour Policy. Our responses may also vary according to the type of bullying and may involve other agencies where appropriate
- Follow up conversations will take place, in particular keeping in touch with the person who reported the situation, parents/carers
- A clear complaints procedure is in place for parents/carers who are not satisfied with the Centre's actions
- A range of follow-up responses and support is appropriate to the situation for all involved e.g. solution focused, restorative approach, circle of friends, individual work with victim, perpetrator and bystanders, referral to outside agencies, if appropriate
- Liaising with the wider community will be undertaken if the bullying is taking place off the premises i.e. in the case of cyberbullying or hate crime.

All reported incidents will be taken seriously and investigated, involving all parties. The staff are aware of and follow the same procedures.

Confidentiality: All members of staff should ensure that they are familiar with the Centre's confidentiality policy.

External support:

Anti-Bullying Alliance – www.anti-bullyingalliance.org.uk

Kidscape – www.kidscape.org.uk

Childline – 0800011111

Bullying Online – www.bullying.co.uk

Parentline plus – www.parentlineplus.org.uk

Cyberbullying.org – www.cyberbullying.org.uk

Legal framework:

This policy has been drawn up based on law and guidance that seeks to protect children, namely:

The Protection of Children Act (1999)

Data Protection Act (2018)

The Childrens Acts (1989 and 2004)

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Every Child Matters (2003)

Childcare Act (2006 and 2016)

Children, Schools and Families Act (2010)

Working together to safeguard children (2018)

Counter-Terrorism and Security Act (2015)

Disqualification under the Childcare Act (2006)

Keeping Children Safe in Education (2022)

Coronavirus (COVID-19): implementing protective measures in education and childcare settings

<https://www.gov.uk/government/publications/coronavirus-covid-19-implementing-protective-measures-in-education-and-childcare-settings/coronavirus-covid-19-implementing-protective-measures-in-education-and-childcare-settings>