



## Le Fevre Kindergarten Anti-Bullying Policy and Procedure



Le Fevre Kindergarten is committed to providing a caring, friendly and safe environment for all children that is free from bullying.

Bullying is defined as the persistent physical, verbal or emotional abuse of another child or children. Bullying includes racist or sexual harassment or any other form of discriminatory behaviour.

**Bullying and harassment at kindergarten:** may involve persistent hitting, kicking, pinching (physical); name-calling, teasing, threats (verbal); notes, stand over tactics, gestures (psychological); rumours, put downs (social exclusion); physical, verbal or non-verbal sexual conduct (sexual).

### Bullying

- may be done directly (e.g. face to face) or indirectly (e.g. via the internet or mobile phones)
- involves the misuse of power and may be motivated by jealousy, distrust, fear, misunderstanding or lack of knowledge
- has an element of threat
- can continue over time
- is often hidden from adults
- will be sustained if adults or peers do not take action.
- bullying of any form or for any reason can have longterm effects on those involved including bystanders.
- is a problem both for the bully and victim alike

At Le Fevre Kindergarten bullying is unacceptable in any form. All alleged incidents of bullying are taken seriously and investigated promptly.

### Anti-Bullying Procedure.

#### Staff will

- teach children about care and respect for themselves and others
- teach children about dealing with conflict and anger
- provide strategies for children to develop problem solving, negotiation and conflict resolution skills
- reinforce to the child that it is the behaviour [and not them] that is not OK
- talk with children involved and help them to solve the problem

Staff will participate in ongoing training and development to recognise bullying behaviours and work together to manage challenging behaviours.

When behaviour is unacceptable and recurring, staff will work in partnership with the parent/carers and the child concerned (both victim and bully) to work out a suitable strategy for management.

- The parent/carers and staff will initially discuss the areas of concern and try to discover a possible cause.
- 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
- The parent will be reassured that it is the behaviour and not the child that is inappropriate and unacceptable.
- Monitor behaviour

Additional support for advice and practical help can be sort from services available within the Department for Education and Child Development and outside agencies if needed.