

Little Disciples

Childcare



Little Disciples Childcare

Anti-Bullying Policy

At Little Disciples Childcare, our aims and objectives are to provide and develop a reliable, affordable, and quality Childcare facility before school, after school, and during the school holidays.

Approved by:	Little Disciples Senior Management Team
Adopted by:	Trustees of the Little Disciples Management Committee
Scheduled review date:	September 2024
Agreed by Person in Charge: <i>Signature & Dated</i>	
Agreed by Responsible Individual <i>Signature & Dated</i>	

Anti-Bullying Policy

Little Disciples Childcare is committed to providing an environment that is safe, friendly, and caring for all. Bullying of any type is not accepted in the setting. This policy relates to all staff, children and parents/carers linked to the setting.

'Bullying is where someone hurts you either physically, by hitting or kicking you, or verbally by calling you names or teasing you.'

Bullying can be done in several ways. Someone might be bullying you if they are:

- Calling you names
- Spreading lies about you
- Teasing you
- Hitting or kicking you and causing you physical pain
- Pushing or pulling you about
- Taking your money or possessions
- Leaving you out or excluding you
- Threatening or intimidating you
- Texting you horrible messages
- Filming you on their mobile phones and spreading it about
- Sending you horrible emails or messages on Facebook and other social networking websites.

<http://www.youngminds.org.uk>

Bullying is not an accepted behaviour at the setting. Anyone found to be bullying will be dealt with in an appropriate manner, in line with our behaviour policy, safeguarding policy and any other relevant policies.

Disclosures of bullying or changes in behaviour that suggest a child is being bullied will be dealt with in the following way:

- The child will be comforted and encouraged to explain what has happened.
- The Manager/Deputy Manager will investigate the matter in a sensitive manner (see confidentiality policy).
- Relevant records will be kept (in the incident book) and CPOMS our Child Protection Software.
- Where the bullying has been perpetrated by another child the Manager/Deputy Manager will work in partnership with the child and their parents (where appropriate) to find a positive way forward.
- Following the investigation, the settings behaviour management policy may be implemented if deemed appropriate.

Opportunities for discussion, information, and resources about bullying will be used as an integral part of the settings programme. Specific instances may also trigger discreet activities on the subject to raise children's awareness.

Playworkers will be encouraged to attend relevant training wherever possible. While petty 'tale telling' is not desirable, genuine 'whistleblowing' on bullying and other unacceptable behaviour will be acted on promptly. Allegations of bullying by staff and other adults associated with the setting will be investigated immediately.