



Peter's Patch  
Forest School - Day Care - After School Club

## Anti-Bullying Policy

### Ethos

It is the objective of Peter's Patch to provide the highest standards of care and education for all the children.

Peter's Patch aims to provide a friendly, clean, comfortable and safe environment which the children will find stimulating and challenging, and where enjoyment and fun are linked with discovery through 'In the moment planning' an approach where early years settings plan a topic spontaneously based on what a child is interested in and learning through 'The Curiosity Approach' which focuses on natural resources.

### Mission Statement

We believe that every person has the right to expect an environment which:

- Is safe and caring.
- Provides challenges but is non-threatening.
- Encourages everyone to feel secure.
- Values opinions.
- Shows an awareness of each persons individual needs and attempts to meet them.



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### Through our Aims we hope to:

- Create a safe, happy and secure environment for all.
- To prevent, reduce and eradicate bullying in any form.
- To have a consistent approach for dealing with incidents of bullying.
- To ensure that all staff members are aware of this policy.

### What is Bullying?

Bullying affects lots of people and can happen anywhere: at school, travelling to and from school, in sporting teams, in friendship or family groups or in the workplace.

There is no legal definition of bullying. But it is usually defined as repeated behaviour which is intended to hurt someone either emotionally or physically, and is often aimed at certain people because of their race, religion, gender or sexual orientation or any other aspect such as appearance or disability.

### Bullying can take many forms including:

- Physical assault.
- Social bullying.
- Threatening behaviour.
- Name calling.
- Cyberbullying.



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Peter's Patch Day Nursery believes that bullying is action taken by one or more children or one or more adults with the deliberate intention of hurting a child, either physically or emotionally. All bullying is unacceptable. Peter's Patch recognises the harmful effects of bullying and will work towards preventing it.

Bullying damages individual children and adults. We therefore do all we can to prevent it. As a company we will produce a safe, secure environment where all children can learn without anxiety, and adults can come to work without feeling anxious.

### Action to Reduce Bullying

If a child or adult is being bullied, we will listen to them in an appropriate area and every effort will be made to establish the facts. Action will be taken to address his/her concerns, and to ensure that there is no reoccurrence of bullying. If a child or adult is accused of bullying, they will be listened to in a suitable area and efforts will be made to collect all of the facts. He/she will be informed of the actions that could be and will be taken by Peter's Patch Day Nursery.

As a company we will produce a consistent response to any incidents of bullying which may occur within our nursery. We will make all those connected with the company aware of our opposition to bullying and make clear each person's responsibilities with regard to eliminating bullying from our services.



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### Staff in Peter's Patch will:

- Take all reports of bullying seriously.
- Log all incidents.
- Communicate with all concerned, in line with procedures.
- Participate in training.
- Acknowledge appropriate behaviour.

### Children will be taught and encouraged to:

- Report all incidents of bullying even if it does not involve them personally.
- Respect and support peers.
- Adhere to and promote our Positive Behaviour policy.
- Adhere to and promote our Anti-Bullying policy.
- Be aware that respect should be shown to all children and adults and that sanctions will be imposed if this is not adhered to.

### Parents are asked and encouraged to:

- Promote good behaviour.
- Report any concerns or incidents to management.
- Actively support the positive behaviour and Anti-bullying policies.
- Be responsible for their child's behaviour outside of our setting.



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### Monitoring and Evaluation

- In order to assess the effectiveness of this policy, staff will measure reported incidents over a given period of time.
- Through meetings staff will be asked for their opinions on how they feel the policy is working and what changes could be made.
- Through curricular activities, it is hoped that staff will be able to measure more directly how it has affected our children.
- The use of children and parent questionnaires will provide a means of consultation and assessment of impact.

### Guidelines for Parents, Children and Staff

#### Parents

- Parents should stress the importance of good social behaviour to their children.
- Report any concerns to management.
- Actively support our Anti-Bullying policy.
- Discuss with their child the importance of good behaviour in our setting.



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### What Signs Should Parents Look For?

#### If your child:

- Does not want to attend.
- Has damaged or lost clothing possessions.
- Is quieter than usual, withdrawn or distressed.
- Sleeps badly or cries at night.
- Stops eating.
- Has unexplained bruises.

#### What Staff will do:

- We will employ the most appropriate of a range of strategies e.g. the no blame approach.
- We will take the issue seriously and deal with the concerns.
- All events will be recorded in writing.
- Staff will record discussions with both parties.
- Parents of the child/children involved will be contacted.
- Time to investigate and will make an appointment to discuss their findings with you.



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### Staff

- Staff will have a good communication with each other.
- Behaviour management will be as positive as possible.
- Responsible behaviour strategies and preventative strategies will be put in place and discussed with the children i.e. during circle time.
- Self-respect and self-esteem will be promoted at all times.

Updated: November 2024