

Bullying Policy and Procedures

It is Pathways policy that no bullying in any form will be tolerated.

- At Pathways we aim to provide a loving environment for all children of all ages.
- We look to provide a safe area where all children and staff are treated fairly.
- We promote friendships between all the children and encourage the development of trust between parents and staff.

If a child bullies another child or children

- We show the children who have been bullied that we are able to listen to their concerns and act upon them.
- We intervene to stop the child who is bullying from harming the other child or children.
- We explain to the child doing the bullying why her/his behaviour is not acceptable.
- We give reassurance to the child or children who have been bullied.
- We help the child who has done the bullying to recognise the impact of their actions.
- We make sure that children who bully receive positive feedback for considerate behaviour and are given opportunities to practise and reflect on considerate behaviour.
- We do not label children who bully as 'bullies'.
- We recognise that children who bully may be experiencing bullying themselves or be subject to abuse or other circumstances causing them to express their anger in negative ways towards others.

Procedure to be taken in the case of bullying taking place

- All reported incidents would be taken seriously and an investigation by the manager or senior member of staff.
- Investigation takes place and an incident report sheet will be filled in.
- A diary will be kept of these incidents to look for any patterns in behaviour.
- If the intervention of parents is required, then the manager or senior member of staff will notify them.
- When speaking to the parents two members of staff must be present and aim for a desirable outcome where both parents and the nursery will work together to resolve the bullying.
- We share what has happened with the parents of the child who has been bullied, explaining that the child who did the bullying is being helped to adopt more acceptable ways of behaving.
- Name calling will be dealt with within the nursery and parents will be informed if the situation does not resolve itself.