

Policies and Procedures: Bullying.

I will not permit ANY form of bullying in my setting, which include:

- Physical: Pushing, kicking, hitting, biting etc.
- Verbal: Name calling, sarcasm, rumour spreading, teasing, inappropriate language etc.
- Emotional: Exclusion, ridicule, humiliation, tormenting, pressurizing/forcing them to do something they don't want to/know is wrong.

Being bullied can result in the victim having low self esteem, depression, shyness, poor academic achievement, isolation and in severe cases threatened or attempted suicide.

If a bully is left unchecked they will learn they can get away with violence and aggression and the longer left unchallenged, the more difficult it will become to help the bully stop.

If I have concerns that your child is bullying others whilst in my care I will:

- Discuss the matter with you immediately.
- Reassure your child that I care about them and that it is their behaviour that's unwanted, not them.
- Work with your child to realise how they are bullying and how the other person may feel.
- Work with your child to find a way to make amends for their actions.
- Develop a new reward structure specifically to tackle this issue.

If I have concerns that your child is being bullied whilst in my care I will:

- Discuss the matter with you immediately.
- Reassure your child that the bullying is not their fault.
- Give your child lots of praise, encouragement and responsibilities to help them feel valued.
- Work with you and your child to help develop techniques to deal with the bully.

If your child tells me they are being bullied I will reassure them that telling me was the right thing to do.

If I have concerns that your child is being bullied somewhere else I will discuss the matter with you immediately. If necessary I will arrange for communications to be made with where the bullying is happening. Please be aware that this can include bullying at home, perhaps from a sibling / step-sibling, cousin, family friend or relative.

If you have any concerns regarding your child please discuss them with me as soon as possible. It is much better to discuss these problems before they become a major issue.

First Written: 1st August 2012 Last Updated: 28th September 2018 Signed:

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