



Safeguarding and Welfare Requirement: Anti-bullying and Hate policy.

Providers ensure that all children have the right to attend playgroup without the fear of being hated or bullied.

Anti-bullying and Hate policy.

Policy statement

At Coaley Village playgroup bullying and hate crime **will not** be tolerated. We aim to create a happy and secure environment by:

- Continually working to maintain a caring, safe, and protective environment
- Ensuring that all children and adults within the school have a common understanding of what bullying is.
- Minimising all forms of bullying
- Ensuring that adults are good role models and treat each other with respect at all times.
- Committing ourselves as a community, to act together on this issue.
- Ensuring that we identify any potential for bullying or hate crimes within the school and promoting positive relationships linked to British Values of tolerance and personal liberty.

Definition of Bullying

Bullying is defined as 'behaviour by an individual or group, repeated over time that intentionally hurts another individual either physically or emotionally' (DfE "Preventing & Tackling Bullying", July 2017). Bullying is a **purposeful and a persistent** action that can take many forms and can happen to anyone.

It is:

- Any deliberate actions or words that are intended to hurt, frighten, ridicule, or intimidate another person.
- It may be related to race, religion, culture, special educational needs, disability, sexual orientation, gender, transgender, lifestyle, or home circumstances.
- It can be physical – pushing, kicking, hitting, punching, or fighting.
- It can be verbal – name-calling, threats, racial abuse, gender abuse, disability harassment, sarcasm, spreading rumours, teasing.
- It can be emotional – tormenting, excluding, ganging up.
- It can involve the misuse of technology – email, internet, mobile phones, text messaging.
- It can involve taking or damaging another person's property.
- It is a denial of human rights.
- It is a denial of equality of opportunity.
- Bullying is about a pre-meditated act, which relies on a stage of cognitive development in order to think the process through.

Hurtful Behaviour

Very young children are 'egocentric' which means that they put their own feelings before others, and even the most considerate child will have the occasional outburst due to frustration, anger or over exuberance. We acknowledge that this is a developmental area that needs to be nurtured and supported and that very young children do not intentionally wish to cause hurt. If hurtful comments are made, our strategies are:

- To recognise that very young children are not always able to manage their own feelings and deliver them appropriately.
- Assist in this management to support their biological and cognitive development.
- Offer support to both parties and to discuss the issues through play, story times and circle time activities.



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Rough and Tumble Play

The pre-School Learning Alliance has acknowledged and highlighted the need to recognise rough and tumble play as distinct from inappropriate or aggressive behaviour. Television or films, which include superheroes, often influence young children or weapon play and they will mimic this behaviour through their play. We endorse the following strategies to manage this kind of play:

- Recognise that this is pro-social play rather than aggressive
- Set boundaries for the games to be set out in
- Use planning opportunities to discuss the concept of 'good' and 'bad'.
- Support the play to find alternative solutions to weapon play, exploring different scenarios.



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Definition of Hate Crime

Hate crime is defined as 'acts of violence, hostility and intimidation directed towards people because of their identity or perceived difference'. It is the targeted victimisation of those who are considered different.' The recorded strands of hate crime include disability, gender, race, religion, sexuality, age, alternative subcultures, and homelessness.

This policy covers all types of bullying including:

- Bullying on the grounds of race, religion, or culture
- Bullying on the grounds of special educational needs or disabilities
- Bullying related to physical appearance or health conditions, either mental or physical
- Bullying relating to sexual orientation (homophobic bullying)
- Bullying related to home circumstances
- Sexist, sexual or trans phobic bullying
- Bullying through use of technology e.g. cyber-bullying through text messages, social media, or the internet
- Peer-on-peer abuse (see p.8 of Keeping Children Safe in Education, 2020)

We believe that:

- All children have the right to come to playgroup.
- All children have the right not to be afraid.
- All children should feel safe and happy in playgroup.
- All children should be able to trust the adults in playgroup to keep them safe.
- All children should know our policy on bullying.
- All parents should know our policy on bullying and be able to raise any concerns that they may have.
- All members of the playgroup community should respect one another and treat one another with courtesy and kindness.
- People who are bullying others need to learn different, acceptable ways to behave.

At Coaley Village Playgroup we expect all children to behave well and to treat one another and all adults with respect and consideration. We teach our children to be sensitive to the needs of others and to be aware of how their words and actions impact upon them.

Our response to bullying/hate does not begin when an issue occurs. We make our playgroup expectations for behaviour explicit and demonstrate respectful behaviour between adults at all times. We are proactive in resolving issues or conflict between children at an early stage.

Whole playgroup strategies to minimise/prevent bullying and hate.

We do this through:

- An awareness that bullying/hate could exist and vigilant observations for signs of it [See Safeguarding, Achieving positive behaviour & Acceptable Use Policies]
- An environment that encourages support and respect for others
- Regular discussions e.g. circle times, dealing with friendships,
- An achieving positive behaviour Policy, with clear expectations about behaviour. .
- A set of guidelines for dealing with incidents of bullying.



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Guidelines for dealing with bullying.

- All allegations of bullying will be carefully investigated at playgroup.
- The key worker or manager will take steps to discuss the problem with the bully/bullies. An early resolution is sought.
- The victim will be reassured that the issue can now be dealt with and given advice on how to deal with further incidences. All members of staff will be informed of the situation and the child will be informed which members of staff to refer the problem to (usually their key worker).
- If there is no improvement or further bullying occurs, the parents of the bullying child will be contacted to come into playgroup to discuss the issue with the key worker and/or manager. The parents of the child being bullied will also be informed of the playgroup’s course of action.
- As a result, clear expectations will be laid down:
- Where the bullying child could be at specific times of the day, this may include being temporarily removed from the playground where the bullying has occurred and being clearly informed about why they have been removed, until the issue has been resolved. Who they should stay away from. Individual circumstances will determine the precise arrangements to be made in consultation with the school.

Monitoring and review

All adults in playgroup are responsible for following this policy. It is the responsibility of the manager to implement this policy consistently and fairly and to report to the committee on its effectiveness. It is the responsibility of the committee to monitor and review the effectiveness of this policy.

In compliance with the Safeguarding and Welfare Requirements, the following documentation is also in place at Coaley Village Playgroup setting:

- Safeguarding
- Prevent
- Behaviour Policy
- Allegation Management Policy
- Acceptable Use of ICT Policy
- Equality Policy
- British Values policy

This policy was adopted by _____ *name of provider*
 On _____ *(date)*
 Date to be reviewed _____ *(date)*
 Signed on behalf of the provider _____
 Name of signatory _____
 Role of signatory (e.g. chair, director, or owner) _____