



Anti-Bullying

Policy Statement

We believe that all children and individuals have the right to come to Tiggers without fear of intimidation, harassment, victimisation or ridicule. Bullying is unacceptable in any form and will be dealt with immediately. Bullying is a problem both for the bully and victim alike. We recognise that our best chance of resolving bullying issues lies in working closely with the parents of all children concerned.

EYFS key themes and commitments

Procedures

Background to Bullying

Bullying is behaviour by one person or group intended to cause hurt, pain, suffering, humiliation or degradation to another person or group. It can take a number of forms, but three main types are:

- 1) Physical – hitting, kicking, taking belongings, damaging personal property.
- 2) Verbal – name calling, insulting, making offensive remarks, text messaging, emails or writing offensive graffiti.
- 3) Indirect – spreading nasty rumours, exclusion from social groups.

Name calling is the most common direct form, and may be due to individual characteristics, such as wearing glasses, colour of hair, etc., or because of an individual's ethnic origin, disability, sexuality, religion, nationality, colour or accent.

People bully others for a variety of reasons including:

- 1) Because they lack the skills to appropriately get their needs met (lack social skills).
- 2) To be admired by their peers (social status).
- 3) To avoid being harassed (safety).
- 4) To show others they are tough (safety).
- 5) To make themselves feel they are better than the person they are bullying (self-esteem).
- 6) To feel good about themselves (self-esteem).
- 7) To feel a sense of power and control (power/control).

Addressing Bullying Behaviour

Tiggers has a zero tolerance attitude to bullying. All staff have a responsibility for dealing with this problem. Staff will respond immediately in the event of any bullying behaviour.

Children are taught and encouraged to be assertive and to say in a loud voice "I don't like it" and/or to tell a member of staff about the incident. Staff will aim to support all children concerned by explaining that the bullying child's behaviour is unacceptable and why. The child is reminded that when someone says "I don't like it" they MUST STOP. Where appropriate, staff will also use the opportunity to talk about associated feelings for all parties involved.



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In the event of an ongoing problem, Tiggers will work in partnership with the parents and children concerned. Tiggers encourages the active involvement of parents (both victim and bully) in bringing such problems under control. The parent of the 'bully' will be reassured that it is the behaviour and **not the child** that is inappropriate and unacceptable. Meetings may be arranged with the parents of the 'bully' in order to establish whether there are any current problems at home, to discuss appropriate strategies to remedy the bullying and to offer appropriate support. In serious ongoing cases, with parental consent, Tiggers may involve outside agencies for advice and practical help.