



Updated February 2021

Bullying Policy

'Lord, make me an instrument of your peace' St Francis of Assisi

Aims:

- To encourage respect for the uniqueness of each individual.
- To provide a safe and secure environment for all children and staff.
- To be mindful of what constitutes bullying behaviour.
- To deal with any incidents in a sensitive way appropriate to the level of understanding of those involved.

What is bullying?

Bullying is the exercise of power by one person over another involving repeated, deliberate, threatening or hurtful behaviour of a verbal, physical or emotional nature.

Children – repeated hurtful or personal remarks, physical hurting, swearing or shouting.

Adults - shouting at a child or adult, standing over/dominating a child or adult, making a child or adult feel 'small' or less able than others, humiliating a child or adult.

Exwick Ark's ethos:

- Our underpinning ethos promotes and fosters ideas of valuing the individual. One of our key objectives is to "Demonstrate Christian values in the way we operate and interact with children, parents, staff and the community."
- Staff members demonstrate the positive values, behaviour and attitudes they expect from children.
- Staff establish fair, respectful, trusting and constructive relationships with each other, parents and children and encourage children to do the same.
- All staff receives positive behaviour management training as part of their induction.
- Planning for children's learning in personal, social and emotional development gives opportunities for structured and meaningful activities that promote self esteem and discourage bullying behaviour.
- Golden rules are agreed and regularly reviewed by staff and children.

Procedures for dealing with bullying:

- Take appropriate action to resolve the conflict, such as, splitting up the children, time out, talking about why the situation arose and so forth. We take age appropriate action such as removing them from the situation.
- If necessary comfort the hurt child before dealing with the hurter.
- Investigate by talking to those involved individually.



- Help the bullying child to understand why the behaviour is hurtful and if appropriate say sorry for...
- Record the bullying incident on an Incident Sheet for parent's to read and sign.
- Make certain all staff are informed.
- Review by checking that the bullying is not recurring.
- Offer praise and encouragement for altered behaviour.
- Consider behaviour management strategies, such as, anti-bullying circle times to reinforce acceptable behaviour and/or Individual Behaviour Plan with clear targets.

Signed: